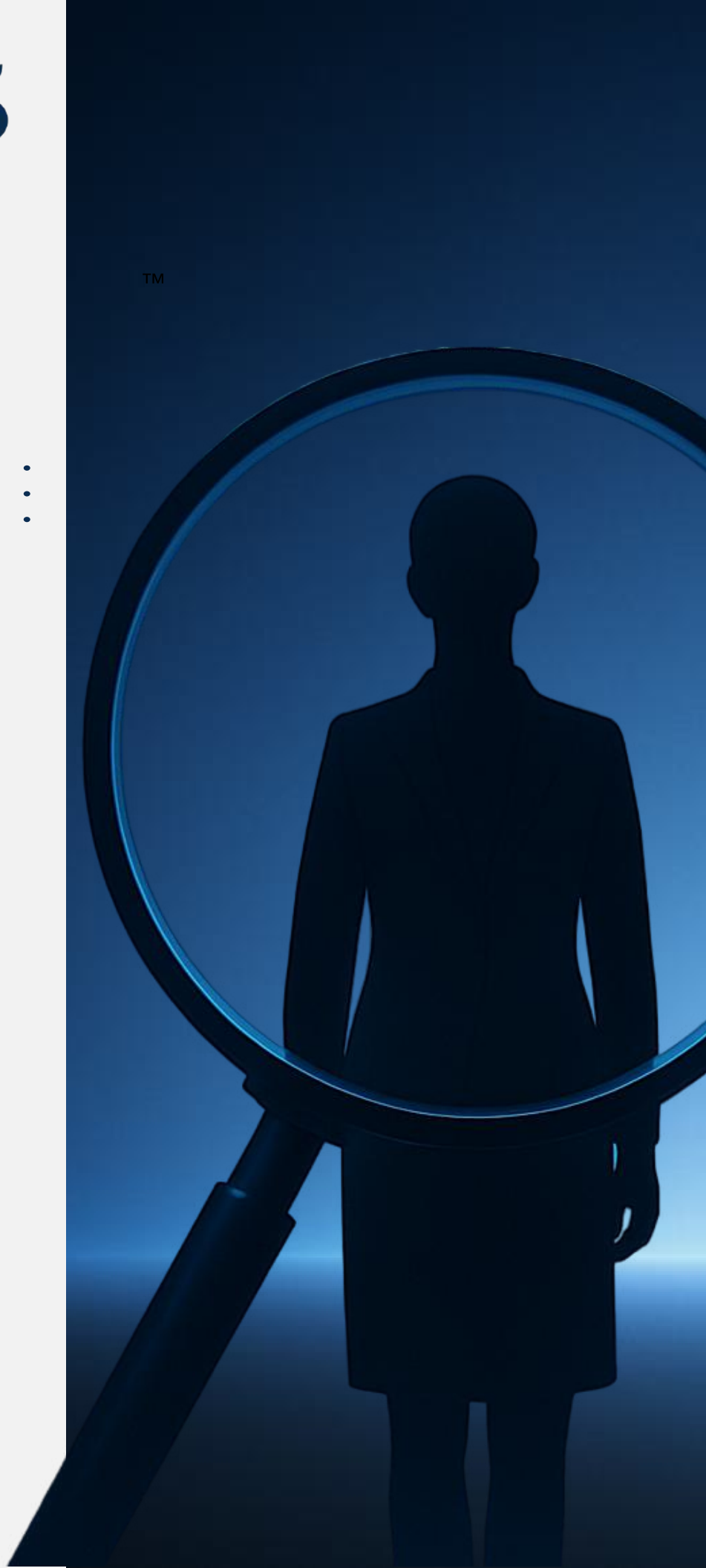# LEVEL 5
PARTNERS

"Always-ON"

Self- Assessment Guide to AI

™

A practical
self-evaluation guide
to determine if AI
is right for you

Self-Assessment Grid: When to Consider "Always-ON-Hiring"

STRATEGIC DIMENSION	SELF-ASSESSMENT QUESTION	YES	NO	NOTES / ACTIONS
Talent Agility	Do we struggle to fill key roles fast enough to meet business needs?	☐	☐	
Search Starting at Zero	Every time a search begins, do we start from scratch with no pipeline carryover?	☐	☐	
Pipeline Visibility	Do we lack a proactive leadership bench (ready now / ready next candidates)?	☐	☐	
Job Posts	Recently, our job posts from LinkedIn and other sources are delivering an excess of candidates. We cannot filter them	☐	☐	
Leadership Data Ownership	Do external search firms prohibit candidate data dstribution?	☐	☐	
Predictability of Cost	Are episodic search fees unpredictable and hard to budget for annually?	☐	☐	
Behavioral Fit	Have we experienced mis-hires due to poor cultural/behavioral alignment, not skills?	☐	☐	
Market Speed	Are we losing candidates because our decision / hiring speed isn't competitive?	☐	☐	
Strategic Dependency	Are we too dependent on external partners for every leadership search?	☐	☐	
Future Readiness	Are we leveraging AI + talent intelligence as a strategic advantage?	☐	☐	
AI solutions	Considering or currently evaluating AI solutions for Talent Acquisition	☐	☐	
Mandates from current provider	Our current search provider always insists we select from a limited number of candidates - We feel forced.	☐	☐	

What it means:

0–4 "Yes" You are operating reactively but may not feel pain yet
5–8 "Yes" You are experiencing friction — Always-On-Hiring™ will create meaningful ROI
9–12"Yes" You're ready to move from transactions to a permanent leadership engine

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Self-Assessment Grid:
When to Consider "Always-ON-Hiring"

PRIVATE EQUITY

FINANCIAL DIMENSION (PE & CFO LENS)	SELF-ASSESSMENT QUESTION	YES	NO	NOTES / ACTIONS
Cost Efficiency	Are episodic search fees creating unpredictable or unplanned spend?	☐	☐	
EBITDA Impact	Would reducing hiring cycle time have a measurable impact on EBITDA growth?	☐	☐	
Speed to Value Creation	Does leadership vacancy slow down digital transformation, GTM execution, or integration milestones?	☐	☐	
Portfolio Scalability (PE specific)	Would shared leadership pipelines across multiple portfolio companies accelerate value creation?	☐	☐	
Data Asset Value	Would owning leadership pipeline intelligence create enterprise value (IP) rather than vendor dependency?	☐	☐	
Retention ROI	Is the cost of mis-hires and churn hurting financial performance?	☐	☐	
AI solutions	Considering or currently evaluating AI solutions for Talent Acquisition	☐	☐	

What it means:

0–2 "Yes" You are operating reactively but may not feel pain yet
3–4 "Yes" You are experiencing friction — Always-On-Hiring™ will create meaningful ROI
5–7 "Yes" You're ready to move from transactions to a permanent leadership engine

Self-Assessment Grid: Current Infrastructure

STRATEGIC / BUSINESS REASONS	YES	NO	NOTES / ACTIONS
We don't fully understand AI, and we do not want to add headcount AI is a a discussion for us, but today we don't know where to turn	☐	☐	
No internal recruiting team - Finance or an HR manager manages all aspects of recruitment	☐	☐	
Our Existing team is understaffed due to market conditions — "Always-ON Hiring" becomes force-multiplication	☐	☐	
We are planning for rapid growth or new market entry, in the coming months	☐	☐	
Private Equity demands speed + cost control -we are seeking a solution that maintains high quality, discipline, with costs we can budget for	☐	☐	
Leadership is concerned about our leadership bench. (proactive vs. reactive)	☐	☐	
Internal recruiting turnover risks — we need to plan for attrition	☐	☐	
We will have a requirement for multiple roles across multiple business units	☐	☐	
De-risks bad hires No process in place to assess departures	☐	☐	
We have several "Superstar" employees, and it would be nice to replicate them.	☐	☐	

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LEVEL 5
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Learn More

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"In the months to follow, Level 5 will reveal how Always-ON-Hiring is redefining executive search.
AI made it possible. Our 25 years of industry research made it real."

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