



Mid-Year Business Health Check

Have You Outgrown the Systems That Got You Here?

Growing businesses rarely struggle because of a lack of hard work. More often, they've simply outgrown the systems that once worked well.

This five-minute health check is designed to help you identify whether your leadership, accountability, hiring, people, and operational systems are keeping pace with your growth.

Rate each statement from 1–5.

(1 = Need Immediate Attention, 2 = Needs Improvement, 3 = Adequate, 4 = Working Well, 5 = Strength)

Leadership

- ☐ Managers consistently own problems instead of escalating them.
- ☐ The owner is not involved in most day-to-day decisions.
- ☐ Priorities are clearly communicated across the organization.
- ☐ Managers consistently make decisions within their authority without waiting for owner approval.

Accountability

- ☐ Every major responsibility has one clear owner.
- ☐ Employees know what success looks like in their role.
- ☐ Problems are addressed before they become recurring issues.
- ☐ When something falls through the cracks, it's clear who owns fixing it.

Hiring & Onboarding

- ☐ We can consistently recruit the people we need.



- ☐ New employees become productive quickly because onboarding is well organized.
- ☐ Job expectations are documented and understood.

People Systems

- ☐ Our handbook and policies reflect how we actually operate today.
- ☐ Employee files, documentation, and required compliance items are current.
- ☐ Supervisors are confident handling employee issues.

Growth Systems

- ☐ Our current processes still work at our current size.
- ☐ We aren't relying on "tribal knowledge."
- ☐ Meetings result in decisions rather than repeating the same conversations.
- ☐ Our business could continue operating smoothly if the owner stepped away for a week

Score

60–75 | Strong Foundation

Your foundation is strong. Focus on continuous improvement.

45–59 | Growth Gaps Emerging

Growth is starting to expose gaps in your systems. Addressing them now can prevent larger issues later.

44 and Below | Time for a Reset

Your business has likely outgrown some of the systems that helped you get here. A structured review can help identify where to focus first.



One question matters more than your score:

If your business doubles over the next two years, would your current systems support that growth—or would they become the bottleneck?

Your Next Step

Every business has areas of strength and areas that deserve attention.

The goal isn't to score perfectly.

The goal is to identify the systems that will have the greatest impact on your next stage of growth.

If this assessment raised questions about your leadership, accountability, hiring, or people systems, let's talk.

Ready to Take a Deeper Look? Schedule an HR Growth Check-up to identify the systems that will have the greatest impact on your next stage of growth.

www.hrpremiere.net