

BUSINESS PEOPLE PARTNER SELF-ASSESSMENT

Where are you on your journey

This self-assessment snapshot is designed to help you reflect on where you are right now in your development as a Business People Partner.

This is about honest self discovery. Understanding where you are today is the first step to getting where you want to be tomorrow.

There are no right or wrong answers. Just your reflections and future focus.

Take your time. Be kind to yourself. And remember every capability can be developed.

Before you start reflect on your current reality

Take a moment to think about your role right now. These questions will help you see the bigger picture before diving into specific capabilities.

Where does your time go

Think about a typical week. What fills your days?

- I spend most of my time on strategic work, partnering with leaders on business challenges
- I balance strategic work with operational HR tasks
- Most of my time is spent firefighting, handling ER cases, or supporting managers with day to day issues

How do leaders see you

When business leaders think of you, what comes to mind?

- A strategic advisor they turn to for business decisions
- A helpful resource when they have people problems
- The person who handles HR admin and employee issues

What energises you

When do you feel most engaged and valued in your role?

- When I am shaping strategy and solving complex business challenges
- When I am helping people and resolving issues
- Honestly, I am not sure what energises me anymore

What is holding you back

If you could wave a magic wand, what would change?

- I need to develop new capabilities to be more strategic
- I need my organisation to see me differently and include me in strategic conversations
- Both I need to develop and my organisation needs to change how it uses me

Reflect on four fundamental capabilities

Use the questions below to reflect on four critical capabilities that future Business People Partners will need to master – growth mindset, strategic talent management, change mastery and driving organisational effectiveness.

You can use the descriptions as prompts on their own, or pair them with the separate worksheet if you want to score yourself.

1 Growth mindset

Do you see challenges as opportunities to learn Do you embrace feedback and seek out development

Reflection questions

- When something does not go as planned, what is your first reaction
- Do you actively seek learning opportunities, or wait for them to come to you
- How comfortable are you with being a beginner at something new

2 Strategic talent management

Do you understand current and future talent needs and shape decisions about attraction, development and succession

Reflection questions

- Where have I influenced a talent decision that will matter for the strategy, not just for today

- Do I have a clear view of the critical roles and skills for my business area over the next 12 to 24 months
- What information or tools would help me be more strategic in conversations about talent

3 Change mastery

Can you lead the people side of change with confidence, from shaping the case for change through to embedding new ways of working

Reflection questions

- Think of a recent change. What did I do that helped it land more smoothly
- Where did I feel on the back foot or reactive
- What is one aspect of leading change I want to get better at in the next 12 months

4 Driving organisational effectiveness

Do you look beyond individual issues to how structure, ways of working and culture support or block performance

Reflection questions

- Where have I helped a leader see an organisational effectiveness issue they had not spotted
- Where do I tend to focus on symptoms rather than root causes
- What data or insight do I need to use more to strengthen my point of view

Overview what this tells you

As you look at your reflections across these four capabilities, notice

- Which capability feels like a natural strength today
- Which capability feels more emerging or underused
- Where your current role and context enable you to use these capabilities, and where they hold you back

If most of your answers point to strong capability and strategic work, you are already operating close to a Business People Performance Partner. If you see a mix,



you are in transition. If you feel stuck in firefighting, this is your starting point, not your end point.

Every capability on this page can be developed. Some shifts will come from your own learning and practice. Others will come from changing how your organisation sees and uses you.

Next steps linking back to your day in the life

1. Picture your ideal day

Read the Day in the life of a Business People Partner snapshot. Notice which parts feel close to your current reality and which feel further away.

2. Connect capabilities to your day

Ask yourself

- Where in my current day do I already use growth mindset, strategic talent management, change mastery and driving organisational effectiveness
- Where could I deliberately bring one of these capabilities into a conversation or meeting this week

3. Choose one focus area for Q1

Looking at your reflections, choose one capability that, if you grew it, would make the biggest difference to your impact.

Complete this:

In Q1 I will focus on building capability in...

By taking these two specific actions...

4. Share and discuss

If you can, share your reflections and your chosen focus area with a manager, mentor or peer. Use the Day in the life snapshot as a shared reference point for what the Business People Partner role can look like.

This snapshot is designed to support honest reflection and practical next steps on your journey to becoming a future ready Business People Performance Partner.

For a more structured scoring approach, use this together with the Business People Performance Partner Self Assessment Worksheet.

