

PULSE HR HEALTH CHECK-UP RESULTS



Pulse HR Health Check-Up Results

Your total score from the Pulse HR Health Check-Up reflects the overall strength, consistency, and strategic alignment of your HR function. **Here's what each tier represents:**

| | |
|---------------|-----------------|
| 0–59 points | Flat Pulse |
| 60–79 points | Irregular Pulse |
| 80–100 points | Strong Pulse |

This snapshot highlights common challenges and key patterns at each stage along with tailored recommendations to guide your next move.

Flat Pulse (0-59 points)

Minimal HR structure detected. Time to revive the basics! There are foundational pieces missing from your HR function, which may be limiting effectiveness and increasing risk. The good news? You've already taken the first step. Focusing on core HR processes will bring clarity, reduce risk, and help your team feel more supported.



Common Signs of This Stage:

- Outdated or missing employee handbook and policies
- Inconsistent or undocumented hiring/onboarding practices
- Lack of compliance audits (e.g., FLSA, I-9, ADA)
- No performance management system in place
- Untrained or unsupported managers



Recommendations:

Your HR function may have critical gaps that increase exposure to compliance issues, inconsistent practices, and potential risk. Now is the time to build a stronger foundation. Pulse HR Solutions can help you conduct a full HR audit to identify legal risks and policy gaps, update your employee handbook with clear, compliant language, and establish essential processes for hiring, onboarding, and performance management. We also support manager training, documentation practices, and proper recordkeeping for personnel files and I-9s. Schedule a free 30-minute consult to prioritize your next steps and start building a more confident, compliant HR infrastructure.

Irregular Pulse (60-79 points)

Some rhythm, but not quite steady. It's time to focus on stabilizing your people practices. You're building momentum and your HR foundation is in place. Now it's time to focus on closing key gaps. Introducing more structure and alignment will strengthen your HR impact and support consistency across your organization.



Common Signs of This Stage:

- Some HR practices are documented but not followed consistently
- Basic compliance is in place, but updates are infrequent
- Managers receive limited support in handling people-related issues
- HR is viewed more as a support function than a strategic partner



Recommendations:

Your HR practices show a solid foundation, but there are opportunities to increase consistency, alignment, and strategic impact. Pulse HR Solutions can help you standardize key processes, train managers and stakeholders, and refresh your performance management system with goal setting and regular feedback. We also recommend improving onboarding and engagement strategies to increase retention, conducting annual policy reviews, and beginning to track essential HR metrics like turnover and time to fill. With targeted support and a clear plan, your HR function can evolve into a more reliable, proactive business partner. Let's work together to build a 90-day HR optimization plan focused on consistency, visibility, and measurable progress.

Strong Pulse (80-100 points)

Your HR function is healthy and in sync, now is the time to optimize and innovate. Many of your practices are strong, consistent, and aligned with your organization's goals. This score reflects a proactive approach, and you're likely seeing the benefits in engagement, compliance, and performance. Now is the perfect time to fine-tune and elevate to increase your impact even further.



Common Signs of This Stage:

- Policies that are clear, current, and aligned with employment law
- Consistent HR processes followed across the organization
- Active performance, development, and engagement strategies
- Managers are trained and HR supports them effectively
- Data is being used to guide people-related decisions



Recommendations:

Your HR function is strong, consistent, and well-aligned with your organization's goals. Pulse HR Solutions can support your next phase of growth by helping you advance workforce planning and succession strategies, benchmark total rewards to stay competitive, and enhance wellness initiatives that support employee well-being. We also offer assistance with optimizing HR systems, leadership coaching, and engagement strategies like stay interviews. Let's connect to explore next-level initiatives and keep your people strategy moving forward.