

CHW Hiring Assessment

Assess your organization's readiness to hire the **RIGHT CHW** the **FIRST TIME!**

Score and Rating

0-3=Needs Improvement

4-7=Almost There

8-10=Good to go!

My organization has evaluated our job postings to ensure inclusive language that avoids gendered language and biased language.

My organization has developed and utilized a recruitment plan to recruit and hire CHWs and community champions.

My organization has expanded our recruiting areas into at least 4 of the following 6 areas:

1. Social media
2. Job fairs and networking events
3. Employee referrals
4. Partnerships
5. Remote position
6. Job boards and recruitment websites

My organization provides diverse interview panels when interviewing CHWs.

My organization uses behavior-based interview questions when interviewing CHWs.

My organization conducts multiple rounds of interviews with different members of the team to evaluate the candidate's fit with the team and the organization's culture.

My organization uses skill-based assessments to evaluate CHW candidates' skills and experience, rather than relying solely on resumes and cover letters, (which can also be influenced by unconscious bias).

My organization provides on-the-job (OJT) training to newly hired CHWs.

My organization has clearly defined the CHW role and scope and this role and scope has been communicated to the entire organization.

My organization provides (or outsources) specialized training and continuing education for CHWs.

