



# BUY OR BUILD?

## THE TALENT STRATEGY SELF-ASSESSMENT

**signature**  
Career  
Management

Finding the right talent is always a balancing act between hiring externally (Buy) and developing your existing team (Build). This quick 10-question self-assessment helps you make fast, informed decisions on the best approach for your business.

Whether your priority is speed, cost, or long-term growth, this tool guides you to the right strategy and aids you in creating a simple action plan you can act on immediately.

### STEP 1: DEFINE YOUR TALENT NEED

What role or skill are you trying to fill? \_\_\_\_\_

### STEP 2: ANSWER 10 SIMPLE QUESTIONS

Circle one option for each:

#### 1. How urgent is this need?

Very urgent → Lean towards **Buy**  
Not urgent → Lean towards **Build**

#### 2. Do you already have people internally with the right potential?

Yes → Lean towards **Build**  
No → Lean towards **Buy**

#### 3. How flexible is your budget?

Tight budget → Lean towards **Build**  
Larger budget → Lean towards **Buy**

#### 4. Is this a highly specialised skill that's rare in the market?

Yes → Lean toward **Build**  
No → Lean toward **Buy**

#### 5. Does this role require long-term cultural fit?

Yes → Lean toward **Build**  
No → Lean toward **Buy**

#### 6. How quickly must this person start contributing?

Immediately → Lean toward **Buy**  
Can ramp up gradually → Lean toward **Build**

**7. Do you have internal development programs in place to train someone?**

- Yes → Lean towards **Build**  
No → Lean towards **Buy**

**8. Will hiring externally bring new ideas or capabilities you don't currently have?**

- Yes → Lean towards **Buy**  
No → Lean towards **Build**

**9. Is the team motivated and ready to take on additional responsibilities if trained?**

- Yes → Lean towards **Build**  
No → Lean towards **Buy**

**10. Are you planning significant growth or transformation that requires new capabilities quickly?**

- Yes → Lean towards **Buy**  
No → Lean towards **Build**

## STEP 3: CHECK YOUR RESULT

- ✓ Mostly **Build** → **Train and develop internally**
- ✓ Mostly **Buy** → **Hire externally**
- ✓ Mixed → **Consider a Buy & Build Hybrid** (hire for immediate needs and train up existing staff)

## STEP 4: QUICK ACTION PLAN

- » If **Build** → What training/mentoring will you provide?
- » If **Buy** → What key skills must a new hire bring?
- » If Hybrid → Who can you upskill internally, and what role needs external hiring?

Making the right talent decisions doesn't have to be complicated. The key is to act decisively, invest in your people, and align your approach with both immediate needs and long-term growth. Remember, the strongest teams are built with a thoughtful mix of new talent and internal development.

If you want further support on how you can kick off your own recruitment process, visit our [website](#) for lots of tips and tools on our [resources](#) page.

Or, contact us directly for no obligation advice.



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