



ClearCo

Unlock the Full Potential of Your HR Technology: Self-Assessment and Action Plan

Are you investing more in HR technology but not seeing the return you expected? You're not alone. [Recent research from HR.com and ClearCo](#) — drawing insights from hundreds of HR leaders — shows that over 60% of organizations have increased their HR tech budgets. Yet most still struggle with fragmented systems, underused features, and missed opportunities for real ROI.

This self-assessment puts industry insights at your fingertips, offering a clear view of how your tech stack measures up and practical steps to maximize your ROI.

Using the Self-Assessment

In each section, we'll highlight a key finding and share industry benchmarks from the **State of Today's HR Technology and Integrations 2025** report. Then, you'll answer a prompt, comparing your organization to the benchmark. If you're lagging behind the benchmark, you can apply our practical tips for improvement.

Use this self-assessment to quickly identify your biggest opportunities, address hidden weaknesses, and turn your HR technology into a strategic advantage.

Section 1: How Mature Is Your HR Tech Stack?

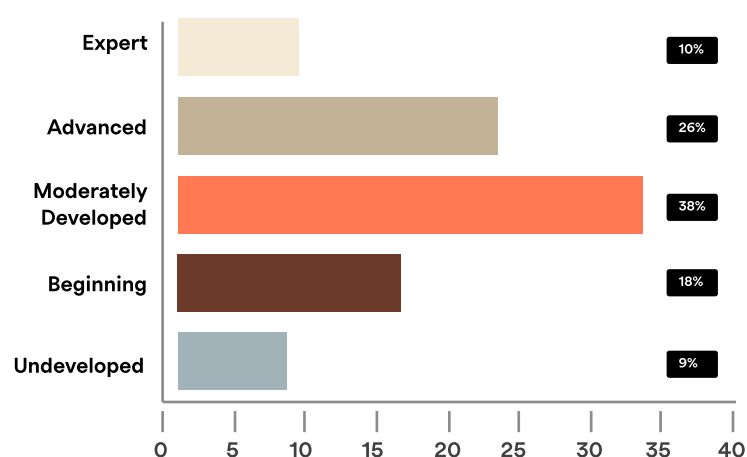
Key Finding

Only one in ten organizations has an expert-level HR tech stack, leaving lots of room to unlock greater impact and value.

Understanding the HR Tech Maturity Model

- **Undeveloped:** Mostly manual processes, basic payroll/record-keeping tools
- **Beginning:** Some HR software for hiring or onboarding; limited integration
- **Moderately Developed:** Multiple tools in use, but rarely connected or aligned with strategy
- **Advanced:** Integrated HR systems, some analytics, linked to business goals
- **Expert:** Advanced AI-powered HR technology seamlessly integrated into business strategy and systems, driving innovation and providing a competitive edge

How would you rate your HR Technology stack?



Editor's note: Numbers do not add up to 100% due to rounding.

Source: HR.com's State of Today's HR Technology and Integrations 2025

hr.com/hrresearchinstitute






Your Assessment

How would you rate your HR technology maturity?

- A** Undeveloped or Beginning **B** Moderately Developed **C** Advanced or Expert

Actionable Tips

-  **If you selected Undeveloped or Beginning:** Prioritize automating core administrative functions like payroll and recruitment. This will build a foundational layer to free up your team for more strategic work.
-  **If you selected Moderately Developed:** Evaluate where your current tools are causing silos or bottlenecks. Start integrating key systems or workflows to improve data flow. Connect your HR strategy to broader business goals and look for simple analytics to gain meaningful insights.
-  **If you selected Advanced or Expert:** Focus on leveraging AI and predictive analytics to drive business strategy. Ensure your technology stack is not only efficient but also actively contributes to organizational goals.



Recommended Reading:

Drive Results With Cost-Efficient HR Technology

[Read the blog](#)

Section 2: Are Your HR Systems Seamless or Siloed?

Key Finding

Disconnected HR systems are holding most organizations back. When platforms can't "talk" to each other, data gets stuck in silos, and teams miss out on the valuable insights that help them meet their goals.

Industry Benchmark




- **81% of organizations** with poor integration believe it prevents them from achieving HR goals.
- **Only 39% of organizations** report that their solutions are well or extremely well integrated.

Your Assessment

How well do your HR systems integrate and share data with one another?

- A** Very Poorly/Poorly **B** Moderately **C** Well/Extremely Well

Actionable Tips

-  **If you selected Very Poorly/Poorly:** Create a plan to bring your data together. Look for tools that connect easily or consider a unified platform to eliminate data silos and simplify your work.
-  **If you selected Moderately:** Build on your existing integrations by prioritizing connections that will have the highest strategic impact, e.g., linking HR data with performance or engagement tools. Explore middleware or integration platforms that can help bridge specific gaps and streamline workflows.
-  **If you selected Well/Extremely Well:** Maximize the value of your integrated data. Use advanced analytics dashboards to track KPIs and give leadership holistic, data-driven insights.



Recommended Reading:

HR Data Integration: What It Is & Why It Matters

[Read the blog](#)

Section 3: Where Do You Fall on the AI Curve?

Key Finding

AI is transforming HR by streamlining tasks, boosting productivity, and empowering smarter, data-driven decisions. Leading organizations are moving fast to capitalize on these advances.

Key Statistics




- 77% of organizations expect AI to increase HR productivity.
- 71% believe AI will automate more HR tasks.
- 57% see AI improving people analytics.


Your Assessment

What role does AI currently play in your HR processes?

- A** None/Limited **B** Moderate (e.g., some automated tasks) **C** Significant (e.g., used for predictive analytics)

Actionable Tips

-  **If you selected None/Limited:** Start small. Automate simple tasks like screening candidates or answering common employee questions to demonstrate AI's value.
-  **If you selected Moderate:** Build on your progress by using AI for bigger tasks, like predicting employee turnover or planning for future hires. Check if your current automations are working well and look for new ways to use AI.
-  **If you selected Significant:** Take AI to the next level. Use it for smarter decisions, like predicting turnover, planning for leadership changes, or creating personalized learning paths for employees.

 Try It Out:

Free AI Tools & Templates for HR & Recruiters

Try it out

Section 4: Does Your HR Tech Empower Your Employees?

Key Finding

Many companies want to improve employee experience, but few use technology to do it. This is a big opportunity for those who are ready to start.

Industry Benchmark




- 55% of organizations aim to enhance the employee experience with technology.
- Only 33% currently have dedicated employee experience tools in their HR stack.

Your Assessment

Does your HR tech stack actively support and improve the employee experience?

- A** Not at all or very little **B** Yes, somewhat **C** Yes, it is a core function of our stack

Actionable Tips

-  **If you selected Not at all or very little:** Start by adopting user-friendly tools like self-service portals or digital feedback platforms to support employees' day-to-day needs and gather input.
-  **If you selected Yes, somewhat:** Look for ways to improve your current systems, such as adding mobile-friendly features or more regular feedback options.
-  **If you selected Yes, it is a core function:** Keep innovating by using employee feedback, advanced analytics, and sharing best practices to enhance experiences.

Recommended Reading:

4+ Use Cases for Personalizing Employee L&D With AI

[Read the blog](#)

Section 5: Are You Taking Action on People Analytics?

Key Finding

Organizations that master people analytics gain a big edge. They can make better decisions, spot trends early, and drive real business results. Yet many still struggle to turn data into action.

Industry Benchmark




- 42% of organizations find their people analytics accurate to a high degree.
- Only 33% report that their analytics are actionable to a high degree.

Your Assessment

How would you rate the accuracy and actionability of your HR analytics?

- A** Low (data is unreliable or difficult to act on) **B** Moderate (data is generally accurate, but insights are limited) **C** High (data is trusted and directly informs strategic decisions)

Actionable Tips

-  **If you selected Low:** Start by making sure your data is correct and all in one place. Use one simple system so everyone trusts the numbers, and you get clearer insights.
-  **If you selected Moderate:** Build on your foundation by improving data visualization or dashboard tools. Provide training to help HR and business leaders interpret the data and turn it into practical actions. Seek opportunities to integrate more data sources for a fuller picture.
-  **If you selected High:** Help managers see and use team data for their decisions. Sharing the right information makes it easier for everyone to use data every day.

Recommended Reading:

HR Data Visualization: Benefits & Best Practices

[Read the blog](#)

Section 6: What's Your HR Tech ROI?

Key Finding

More organizations are boosting their HR tech budgets, showing that investing in new tools is key to staying competitive and helping teams succeed.

Industry Benchmark




- **63% of organizations** plan to increase their HR tech investment in the next two years.
- **34%** expect their investment to stay the same.

Your Assessment

What is your organization's plan for HR technology investment over the next two years?

A Decreasing **B** Staying the Same **C** Increasing

Actionable Tips

-  **If you selected Decreasing:** Focus on maximizing the ROI of the systems you already have. Conduct an audit to find any features you're not using and train your team on how to use your systems better.
-  **If you selected Staying the Same:** Re-evaluate your current tools to ensure they are aligned with evolving business needs. Look for low-cost enhancements or integrations and encourage regular feedback from users to catch potential improvements early.
-  **If you selected Increasing:** Develop a strong business case for your investment that is tied to business goals. Choose tools that fill the biggest gaps identified in this assessment, like better data or easier team connections.

Try It Out:

Calculate Your Potential ROI With ClearCompany

Discover the tool

Your Score and Action Plan

To calculate your score, count the number of times you chose A, B, or C:

A _____ **B** _____ **C** _____

How To Interpret Your Score

Mostly As: You are in the early stages of HR technology maturity. Focus on building your foundation — establish core systems, automate basic processes, and ensure your team is comfortable with new tools. Taking small, consistent steps now will set you up for bigger improvements in the future.

Mostly Bs: You have a good start and some systems in place, but opportunities exist to boost efficiency and integration. Prioritize filling any gaps, increasing automation, and encouraging team adoption. Look for ways to connect existing tools and start exploring advanced reports or analytics.

Mostly Cs: You are highly proficient with HR technology and already leveraging best practices. Keep leading by innovating — explore new tools, advanced analytics, or AI-powered features. Consider mentoring others or sharing your successes to help raise the standard for your team and organization.

Your Action Plan

Based on your results, list three strategic priorities for upgrading your HR technology in the next six months.

Priority 1

Priority 2

Priority 3

Your self-assessment is just the beginning.

Transform insights into results, streamline your systems, and get the most out of your HR tech with ClearCo's unified talent platform.

Schedule a demo