

5 Signs Your RPO Isn't Right For You

Checklist



Sometimes, it's not you—it's your RPO. Use this checklist to decide if it's time for a more flexible, insight-driven partner.

They're Not Built to Flex

Your hiring needs change, but your RPO scope doesn't. Adjustments feel slow, complex or costly.

- This happens at my organization.

They're Slow to Move, Hard to Reach

It takes too long to get answers, data or action. You spend more time managing them than hiring talent.

- This feels all too familiar.

They Aren't Delivering Talent Intelligence

You don't have clear visibility into what's working, what's not or where to focus next.

- We're operating without data.

They're Costing You More Than They're Saving

Fees increase, results plateau and value feels unclear. You're not sure where your investment is going.

- We're not seeing the ROI.

You Feel Like You're Still Doing the Heavy Lifting

Internal teams are carrying the weight. Your RPO should be helping—not creating more work.

- We're shouldering the load.

If you checked even one box, it might be time for a change.

Let's talk about a more flexible, insight-led RPO model that grows with you.

[Schedule your 15-minute strategy session >](#)