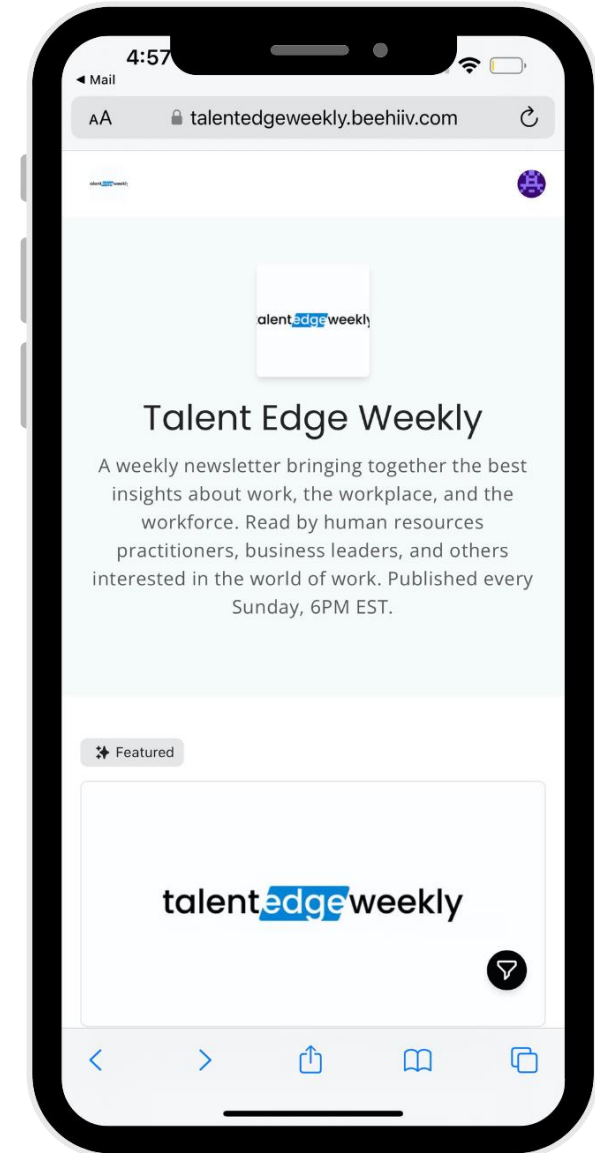


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# Critical Role Risk Template

This template will help you obtain directional insights on the level of risk exposure in your critical roles. **For each critical role you list in column 1**, respond to the four risk statements in the additional columns by putting a check mark in the box if you agree with the statement. Clicking the box will automatically insert a check mark. Upon completion, **the visual will show you where the greatest risks exist (i.e., empty boxes indicate high risk)**. Use the findings to inform actions for reducing risk.

	Incumbent Risk	Internal Bench Risk	Development Risk	External Talent Risk
List your critical roles—those that disproportionately impact your organization’s ability to deliver its strategy. (Or use your organization’s definition of critical roles as the reference.)	There is low risk of the incumbent leaving the role in the near future.	The internal talent pipeline for backfilling this role is relatively strong.	Internal talent can be developed for this role within reasonable time and cost and without disruption the business.	Hiring external talent for this role can be done within reasonable time and cost and little disruption to the business.

# Other Resources



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