

Examples of Non-Technological Barriers to Internal Mobility

Policies that restrict internal movement (e.g., the employee must be in a role for a certain amount of time before moving to another internal role or opportunity).

Bureaucratic processes that slow down the placement of internal talent (i.e., hiring managers often must go through more steps in moving internal talent than they do in hiring external talent).

Narrow and irrelevant selection criteria (e.g., managers include criteria that are too specific or not relevant to success in the role and end up limiting the internal talent pool).

Talent hoarding (i.e., managers prevent or discourage employees from pursuing internal opportunities).

Restricting internal recruiters to focus on only external talent when filling a role or opportunities. (i.e., recruiters focus only on external talent pools).

Limited view of career development (e.g., managers and employees emphasize upward progression or only seek opportunities in one's native function or business areas).

Other Resources



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