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paper



Sustainable Global Mobility

The CHESS Framework
self assessment tool

newwork
RES FORUM **series**



The CHESS Framework[©]

self-assessment tool

The tool incorporates the triple bottom line of **people**, **profits** and **planet** that was discussed in the RES Forum's paper - **Sustainable Global Mobility, introducing the CHESS Framework**, and it will help you assess your organization's sustainability through the CHESS Framework.

Please rate each statement based on how (un)important it is in your organization. The combined results will highlight and rank the GM sustainability priorities in your organization. Issues in the 'unimportant' half of the scale may be used to analyse the effects of sustainability, as well as further business and HR impact.

The RES Forum has a longer, more complex tool available to allow for a deep dive into your sustainability efforts. Get in touch for more information.

How important are the following elements in your organization?

Very unimportant	Unimportant	Somewhat unimportant	Somewhat important	Important	Very important
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Cultural Sustainability	Very unimportant	Unimportant	Somewhat unimportant	Somewhat important	Important	Very important
Fostering equality, diversity and inclusion across all staff and all locations						
Investing into the care of the environment by fostering eco-careers and behaviours						
HR & Corporate Sustainability	Very unimportant	Unimportant	Somewhat unimportant	Somewhat important	Important	Very important
Investing in tailored employee development programmes & employability competencies						
Enabling staff choice through flexible working arrangements						
Environmental sustainability	Very unimportant	Unimportant	Somewhat unimportant	Somewhat important	Important	Very important
Conscious and effective use of (renewable) resources in production / service provision of organization						
Minimizing environmentally unfriendly forms of transport use (e.g., in GM fewer flights or more local position filling), as well as associated waste (temporary accommodation, home moving, etc.)						
Social Sustainability	Very unimportant	Unimportant	Somewhat unimportant	Somewhat important	Important	Very important
Enhance fairness and respect through employee participation and social dialogue across the worldwide jurisdictions of the organization						
Run a highly effective Duty of Care, well-being and health and safety approach in all areas of the organization						
Sustainable Finance and Macro-Economic Goals and Actions	Very unimportant	Unimportant	Somewhat unimportant	Somewhat important	Important	Very important
Developing a corporate strategy that aims at the triple bottom line (profit, people, planet)						
Designing GM reward systems that are sensitive to inflation and macro-economic developments						