WorldatWork®
Total Rewards Association

Total Rewards Priorities Quiz

If you're not sure where to focus your 2026 efforts for the greatest impact, take the quiz below to identify key development needs. Work with your executive HR team to set priorities based on these insights. By assessing your current state in these critical areas, you can set clear and achievable goals for 2026 that will enhance your Total Rewards strategy and drive meaningful impact for your organization.

Fairness and Equity

How well does your organization ensure fairness and equity in compensation practices?

- ☐ A. We have a clear and transparent process for setting and reviewing compensation.
- ☐ B. We are working on improving our fairness and equity practices.
- ☐ C. We have not yet addressed this area.

Comprehensive Benefits

How comprehensive and innovative are your employee benefits?

- ☐ A. We offer a wide range of benefits that are regularly reviewed and updated.
- ☐ B. We have a basic benefits package but are looking to expand.
- ☐ C. Our benefits package is limited and needs significant improvement.

Job Architecture

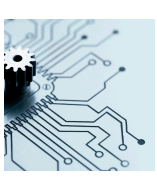
How transparent and well-structured is your job architecture?

- ☐ A. We have a clear & transparent job architecture that aligns with compensation & career progression.
- ☐ B. We are in the process of developing a more structured job architecture.
- ☐ C. Our job architecture is not well-defined or transparent.

Clear Communication

How effectively do you communicate the value of your Total Rewards package to employees?

- ☐ A. We have a robust communication strategy that ensures employees understand their Total Rewards.
- ☐ B. We communicate the basics but could improve our approach.
- ☐ C. Communication about Total Rewards is inconsistent or lacking.



Technology Integration

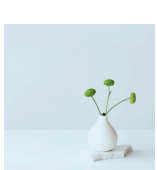
How well does your organization leverage technology in Total Rewards?

- ☐ A. We use advanced technology to improve efficiency and deliver personalized experiences.
- ☐ B. We are exploring technology solutions to enhance our Total Rewards program.
- ☐ C. We do not currently use technology to support Total Rewards.

Personalization and Flexibility

How personalized and flexible are your Total Rewards offerings?

- ☐ A. We offer highly personalized and flexible benefits to meet diverse employee needs.
- ☐ B. We have some personalized options but could do more.
- ☐ C. Our Total Rewards offerings are not personalized or flexible.



Simplification and Integration

How user-friendly and integrated are your Total Rewards programs?

- ☐ A. Our programs are well-integrated and easy for employees to understand and use.
- ☐ B. We are working on simplifying and integrating our programs.
- ☐ C. Our programs are complex and not well-integrated.

Leadership Advocacy

How well do your leaders champion and communicate the value of Total Rewards?

- ☐ A. Our leaders are strong advocates and effectively communicate the value of Total Rewards.
- ☐ B. Our leaders are somewhat involved but could be more proactive.
- ☐ C. Leadership engagement in Total Rewards is minimal.

Data-Driven Decisions

How data-driven are your Total Rewards decisions?

- ☐ A. We use data and analytics to make informed decisions and refine our strategies.
- ☐ B. We use some data but could be more data-driven.
- ☐ C. We rarely use data to inform our Total Rewards decisions.

Cost Control

How effectively do you manage healthcare and other Total Rewards costs?

- ☐ A. We have effective strategies in place to manage and control costs.
- ☐ B. We are working on cost management strategies.
- ☐ C. Cost control is a significant challenge for us.

Global Alignment

How well are your Total Rewards programs aligned globally?

- ☐ A. Our programs are well-aligned across regions with consolidated governance.
- ☐ B. We are working on aligning our programs globally.
- ☐ C. Our programs are not aligned globally.

Differentiation

How differentiated are your Total Rewards offerings?

- ☐ A. We offer unique and differentiated benefits that set us apart from competitors.
- ☐ B. We have some differentiated benefits but could do more.
- ☐ C. Our benefits are not differentiated from those of our competitors.

Retirement and Leave Strategies

How modern and accessible are your retirement and leave strategies?

- ☐ A. We have modern and accessible retirement and leave strategies.
- ☐ B. We are in the process of modernizing our retirement and leave strategies.
- ☐ C. Our retirement and leave strategies are outdated and need improvement.

Scoring and Next Steps

- **Mostly A's**: Your Total Rewards strategy is strong and well-aligned with best practices. Continue to refine and innovate to stay ahead.
- **Mostly B's**: You are on the right track but have areas for improvement. Focus on the areas where you scored B's to enhance your Total Rewards strategy.
- **Mostly C's**: There are significant opportunities for improvement. Prioritize the areas where you scored C's to build a more effective and competitive Total Rewards program.

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