



Says

What have we heard them say?
What can we imagine them saying?



Thinks

What are their wants, needs, hopes, and dreams?
What other thoughts might influence their behavior?

You can use surveys, feedback, interviews, or focus groups to assess how your employees feel about their work, their managers, their colleagues, and your organisation.

You can also measure indicators of engagement and satisfaction, such as retention rate, turnover rate, absenteeism rate, or employee referrals.

Talent can mean different things to different businesses.

Some use talent to describe the whole workforce, whereas others use it to define a combination of skills, performance ability, capability, and knowledge, that make space up an exceptional employee.

Effective employee retention tends to signify a more engaged workspace, often resulting in better productivity

Employee retention is your ability to keep the employees you want in your business.



Hr and Workers
Hr thoughts

This multifaceted metric can mean anything from tracking whether the average age demographic of your workforce is increasing.

Diversity is a fundamental metric to track when representing diversity, equity, and inclusion goals and identifying unconscious bias.

By measuring it, you can help create hiring targets to balance out your workforce.

Tracking your employee turnover rate in its most people are leaving your business

A high turnover rate means many of your employees are leaving the organisation.

Sound simple enough, but turnover rates can provide insight into various areas in your talent management strategy.



Does

What behavior have we observed?
What can we imagine them doing?



Feels

What are their fears, frustrations, and anxieties?
What other feelings might influence their behavior?