



**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?

Global recruiting efficiency and effectiveness

Effective pay equity and efficiency comparative pay analysis pay for performance

That should be incentive,cash price or sampark for achievement

This process can help improve the overall performance of the business and ensure that it remains competitive

New leadership models and needs total talent mobility talent pools and segment

Team alignment pay equity managerial expertise

Provides organisations with of way to measure their performance in critical areas

Improve soverael performance of the organisation



Measure talent with quantity metrics

Individual assessment for talent measurement

Talent Turnover

Talent mobility this metric tracks the mobility of employees both in and out of a company

Use quality Matrics for talent measurement

Use self-evaluation to Gauge employee performance

Success won't be handed to you

High-potential talent

Time to full productivity per full-time equivalent



**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?