



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?

Effective pay equity and efficiency
comparative pay analysis pay for performance

Team alignment
pay equity
managerial expertise

Global Recruiting
Efficiency and Effectiveness

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

There should be incentive, cash prize, or some perk for achivement

Improves overall performance of the organization



Individual Assessment for Talent mansurement

Masure Talent with Quantity Metrics

Success won't be handed to you

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

Time to full productivity per full - time equivalent

Talent twnovert and High - potential talent



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?