



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.

New leadership models and needs total talent mobility talent pools and segments.

Team alignment pay equality managerial expertise.

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 achievement.

Provides organization with a way to measure their performance in critical areas.

Improve overall performance of the organization.



**HNGH TEAM**  
The Tableau HR Scorecard ;  
Measuring Success In Talent Management

Individual Assessment for talent measurement.

Measure talent with Quantity metrics.

Use quality metrics for talent measurement.

Use self-evaluation to gauge employee performance.

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

Talent turnover.

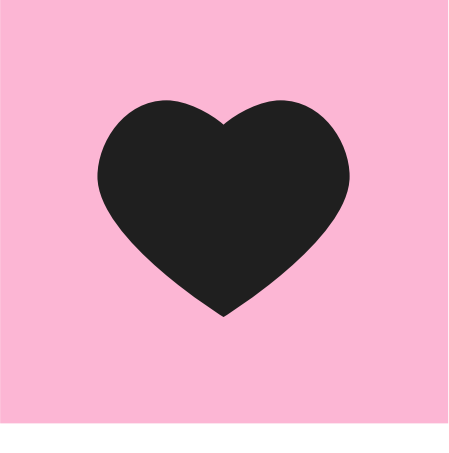
High-potential talent.

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?