



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?



Measuring success  
in talent  
management

Achieving goals: this includes meeting performance targets, acquiring new skills, and accomplishing milestones

personal growth and development: progress in developing skill, expanding knowledge, and taking on new challenges can be measure of success in talent management

feedback and recognition: receiving feedback from managers, colleagues, and clients can indicate success. recognition for their contributions and achievements also plays a role.

skill development: they may consider how their skills have improved over time and if they have acquired new ones

Job satisfaction: they may reflect on their overall happiness and fulfillment in their current role, considering factors such as work-life balance, job challenges, and alignment with their values.

career progression: they may think about whether they have advanced in their career, taken on new responsibilities, or achieved their career goals.

Goal achievement: They have successfully met their performance targets and objectives.

development activities: They evaluate the actions they have taken to enhance their skill and knowledge, such as attending training programs or seeking mentorship.

Impact and influence: They reflect on the positive influence they have had on their team or organization, as well as the impact of their work on achieving broader goals.

confidence: they may feel more confident in their abilities and expertise, which can be a sign of growth and success.

Engagement: feeling engaged and motivated in their work can be a positive indicator of success in talent management.

fulfillment: Experiencing a sense of fulfillment and satisfaction in their role and contributions can be a strong emotional measure of success.



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?