



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?



Lokesh  
Poovarasan  
Megakumar  
Madhan

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: reciving feedback from managers,colleagues,and clints 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 ad objectives.

development activities: They evaluate tha actions they have taken to ebhance their skill and knowledge, such as attending trining programs or seeking mentorship.

Impact and influence: They reflect on tha popositive 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 motivated in their work can be a positive indicator of success in talent management.

fulfillment: Experiencing asense of fulfillment and satisfaction in their role and contributions can be a strogn 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?