



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?

Create surveys that ask employees about their perceptions of talent management within the organization. Include questions about what metrics they believe are important and whether they feel the current HR practices are effective.

Organize focus groups with a diverse cross-section of employees to discuss talent management topics. Encourage open dialogue and gather qualitative insights into their experiences and opinions

Conduct confidential interviews with select employees, especially those in key roles or with unique perspectives. This can provide in-depth insights and uncover specific issues or suggestions.

Establish anonymous channels, such as suggestion boxes or online platforms, where employees can share feedback without fear of repercussions.

They want a streamlined way to manage HR and talent management data, making it easier to collect, analyze, and report on relevant metrics.

HR professionals want clear, actionable insights from the data. They want to see patterns, trends, and correlations that can help them make informed decisions.

The desire to gain a competitive advantage in the job market can influence behavior. HR professionals may use the HR Scorecard to identify areas for improvement in talent acquisition and retention to attract top talent.



Persona’s name
Short summary of the persona

Behavioral observations would typically require access to current data, surveys, or studies conducted after my last training data in September 2021 to provide accurate insights into how organizations and HR professionals are using the Tableau HR Scorecard.

If you’re looking for specific behavioral trends or observations, it may be helpful to consult recent industry reports, case studies, or HR-related research conducted after my last knowledge update to gain a better understanding of current practices and trends.

Organizations might use the Scorecard to create long-term strategic plans for talent management. This could involve forecasting workforce needs, succession planning, and talent development initiatives.

professionals may have fears related to data privacy and security when handling sensitive employee information within the Scorecard.

Organizations may fear legal consequences if HR practices tracked by the Scorecard do not align with employment laws and regulations.

The Scorecard can function as a tool for evaluating the performance of HR initiatives and strategies, helping organizations determine what's working and what needs improvement.



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?