



**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?

Talent  
scorecard

KPIS  
Methord

scorecard  
for role

employees  
scorecard

Tracking our  
own process

Productivity  
measures



**DHANUSH K**

The tableau HR  
Scorecard Measuring  
Success In Talent  
Management

Graphics  
rating scalis

managment  
by  
objectives

Focused on  
mistakes or  
problems

forceed  
ranking

Modified and  
improved  
the  
methology

New  
imovaction



**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?