



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?

A well-constructed HR Scorecard aligns talent management goals with overall business objectives.

The HR Scorecard helps HR professionals and organizations define and track performance metrics related to talent management.

The HR Scorecard relies on data and analytics to evaluate the effectiveness of talent management strategies.

Over time, the HR Scorecard can demonstrate the long-term impact of talent management.

Define clear and relevant HR metrics and KPIs that align with the organization's goals.

Ensure data accuracy and quality, as the success of HR Scorecards hinges on reliable data.

Interactive features in Tableau enable users to drill down into data, filter information, and explore trends.

Tableau excels at turning complex HR data into visually appealing and easy-to-understand dashboards.

The HR Scorecard should align with the organization's overall business objectives.

The scorecard may include historical data to track trends over time.

HR Scorecards often include tracking progress toward specific talent management goals.

Interactive features in Tableau dashboards enable users to explore data.

Depending on the setup, the scorecard can provide real-time or real-time updates.

It's a flexible tool that allows HR professionals to track and display data.

A well-structured HR Scorecard aligns talent management goals with broader strategic objectives.

The HR Scorecard serves as a communication tool within the organization.



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?



Persona's name

Short summary of the persona