

## 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?

They might discuss the need for training or support when using Tableau, especially for those less familiar with data analytics.

> HR professionals may share success stories and results achieved through Tableau's HR Scorecard with colleagues and

> > superiors.

HR Professionals may express positive comments about how Tableau's HR Scorecard provides valuable insights into talent management.

> They may engage in discussions about integrating Tableau's HR Scorecard with other HR systems and processes for a seamless workflow.

They consider which key performance metrics to focus on to improve talent acquisition, developement, and retention

HR professionals think about how to effectively utilize the data visualizations and analytics provided by Tableau's HR Scorecard.

They think about customizing Tableau's HR Scorecard to alin with their organization's specific talent management goals.

Thoughts revolve around how Tableau can streamline HR processes and make them more efficient.

THE TABLEVAV HR SCORECARD

The use of Tableau's HR Scorecard impacts HR professionals by enabling them to make data-driven decisions in talent management.

The tool helps align HR strategies with the overall oraganizational strategy.

The impact includes improved communication within HR teams and with organizational leaders through data visulization.

HRprofessionals may feel confident in using Tableau's HR Scorecard to track and assess talent management initiatives, Knowing it provides data-driven insights.

Frustration:Some HR professionals might initially feel frustration if they are not familiar with tableau or if data intregration is challenging.

Upon seeing positive results and improvements, they may feel excited and motivated to continue using the tool.

As they become proficient with Tableau,HR professsionals may feel empowered to make strategic decisions based on data.

They see they impact

on talent acquisition,

development, and

retention, leading to

better telent

management

outcomes.

## 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?

