



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?



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

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

Sharing Success: HR professionals may share success stories and results achieved through Tableau's HR Scorecard with colleagues and superiors.

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

Performance Metrics: They consider which key performance metrics to focus on to improve talent acquisition,development,and retention

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

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

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



Confidence :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 intregation is challenging.

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

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

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

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

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

Improved Talent Management: They see they impact on talent acquisition, development,and retention, leading to better tentent 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?

