



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?

Identify business metrics and measures

A low turnover rate suggests that employees are satisfied and the organization is retaining its talent

Divide the teams on basis of talent skills

Focus on both strength and weakness

Innovative ideas for the Improvement of management



The Tableau HR score card:  
Measuring success in  
Talent Management

Seek opportunities for skill enhancement

Set strategic goals and allocate resources

Need accurate data to make informed decisions

Motivating by achieving team success

Experience sometime personally stands to win or lose something

Plan for the development and replacement



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?