



Says

What have we heard them say?
What can we imagine them saying?

I'm excited about the training opportunities provided by the company. They help me grow in my role."

"I have clear career goals, and I appreciate the support and guidance I receive to achieve them within the organization."

"I value the feedback I receive from my manager, and it helps me improve and contribute more effectively to the team."



Thinks

What are their wants, needs, hopes, and dreams?
What other thoughts might influence their behavior?

Perception of Leadership: Employees' perceptions of their leaders and managers can greatly influence their behavior

Achieving Personal Goals: Many employees hope to achieve personal and professional goals, such as homeownership

Career Growth: Many employees want opportunities for advancement and career growth within the organization.



The Tableau HR Scorecard
Measuring Success in Talent Management

Team Dynamics: Assessing how well teams collaborate, communicate, and resolve conflicts is important for overall organizational success.

Fear of Failure: Team members may fear that the project won't achieve its objectives or meet stakeholders' expectations

The overall culture of the organization can greatly impact behavior. A positive, inclusive culture tends to encourage positive behavior

Many employees want opportunities for advancement and career growth within the organization.

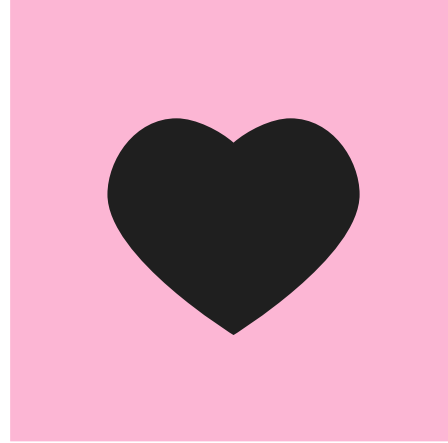
Resistance to Change: Employees might be anxious about changes in HR processes and systems, as they can disrupt established routines

Data Security concerns: There may be anxiety about the data privacy and security when dealing with sensitive HR information within the tableau HR Scorecard



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?