



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?

We need to track the effectiveness of our talent management strategies

I hope the scorecard provides actionable insights

Understanding the impact of our HR initiatives is crucial

We're looking for clear visualizations to make sense of talent data

How can we prove the ROI of our talent management efforts?

Is there a better way to communicate our progress to stakeholders



SURULIRAJ TEAM

Measuring success in talent management

Attends meetings to discuss talent management progress

concerned that certain areas might need improvement

Engages with the HR team to gather data and insights

Curious about the metrics that will be used to evaluate talent management

Shares HR scorecard findings with senior management

Excited about the potential for better decision-making through data



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?