



**Says**

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

Certainly! An HR scorecard:

1. Measures HR Metrics: Tracks key HR indicators like recruitment success, employee turnover, training effectiveness, and diversity metrics.

2. Aligns with Business Goals: Connects HR performance to overall organizational objectives, showing how HR contributes to business success.

3. Informs Decision-Making: Provides data-driven insights for better HR strategy and process improvements, enhancing workforce management.

What  
What other

1. Metrics Tracking: Capturing and analyzing data on various HR aspects like recruitment, performance, and employee satisfaction.

**Thinks**

...s, and dreams?  
...their behavior?



2. Business Impact: Linking HR efforts to business outcomes, demonstrating how HR practices contribute to the company's goals.

3. Strategic Direction: Guiding HR decisions by offering insights to optimize processes, enhance employee engagement, and drive overall organizational success.

**Persona's name**  
THE TABLEAU  
HR  
SCORECARD

Align with Business Objectives: Ensure that your HR scorecard is directly linked to the overall strategic goals of the organization.Align with Business Objectives: Ensure that your HR scorecard is directly linked to the overall strategic goals of the organization.

.Select Relevant Metrics: Choose metrics that provide meaningful insights into HR performance and its impact on the organization.

Regularly Review and Update: Continuously monitor the metrics on the HR scorecard and review them periodically to assess progress.

Measurement and Tracking: HR scorecards provide a structured way to measure and track various HR metrics, such as employee turnover, recruitment efficiency, training effectiveness, and employee satisfaction.

Alignment with Business Goals: An effective HR scorecard aligns HR activities with broader business objectives.

Decision-Making and Improvement: With data from the scorecard, HR leaders can make informed decisions about resource allocation, process optimization, and employee development.



**Does**

What behavior have we observed?  
What can we imagine them doing?

What are their fears, frustrations, and anxieties?  
What other feelings might influence their behavior?

**Feels**



[See an example](#)