



Says

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

HR professionals are collaborating with other departments to implement talent management strategies.

It provides a way for HR professionals and business leaders to track and analyze key performance indicators (KPIs) related to workforce planning, recruitment, retention, and development.

They are saying things like "We need to improve our employee retention rates" or "Let's track our recruitment costs more closely."



Thinks

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

HR professionals are thinking about the need to effectively manage talent within the organization

If they believe in the power of data to drive decision-making, they may be more inclined to use the HR Scorecard effectively to analyze

HR professionals are likely hearing feedback from employees through surveys, performance reviews, and exit interviews

The Tableau HR Scoreboard :
Measuring Success in Talent Management

They are seeing data and metrics related to turnover rates, recruitment efforts, and employee engagement.

Identifying areas for improvement in talent management can be a pain point.

They are actively collecting and analyzing data, creating reports and dashboards

HR professionals may feel overwhelmed by the amount of data they need to manage

They may feel pressure to retain top talent and attract the right candidates.

Achieving talent management goals can contribute to the overall success and growth of the organization.



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?