



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?

Reflects the organization's commitment to continuous learning and development.

This perspective communicates the financial impact of HR initiatives on the organization.

Highlights the smooth functioning and optimization of HR operations to support organizational objectives.



The Tableau Hr Scorecard:
Measuring Success In Talent

Puts emphasis on understanding and meeting the expectations of the internal and external customers of HR services.

Focuses on evaluating the efficiency and effectiveness of various HR processes and workflows.

Acknowledges the significance of nurturing employee growth, skills, and innovation for organizational success.

Monitors and assesses employee engagement levels and satisfaction.

Monitors and reduces the time taken to fill job vacancies.

Evaluates and enhances employee skills and competencies through training and development programs.

Evaluates the financial health of HR activities and their efficiency in managing costs and resources.

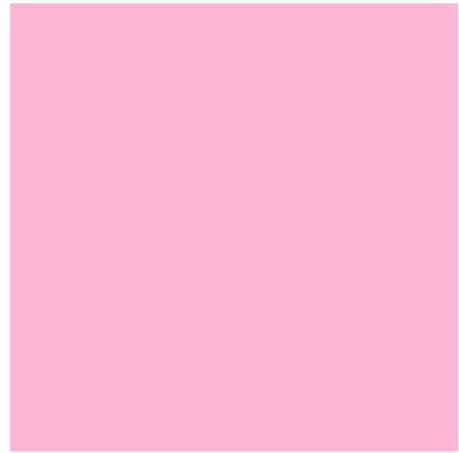
Demonstrates the importance of fostering positive relationships and experiences for all stakeholders.

- Emphasizes the need for seamless, timely, and effective HR procedures.



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?

[See an example](#)