



Thinks

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



Talent mobility:
This metric tracts
the mobility of
employees both in
and out of a
company.

Cost to hire:
this metric
total price tag
of hiring a new
employee

Talent distribution:
This metric also be
useful if you are
tying to identify
hidden hiring biases
within your
company.

High-Potential talent:
High-Potential talent
measures the
proporportion of
the "Promotable" are
high performing talent
to the rest of your
employees

Time to full
productivity
per full -time
equivalent



The Tableau HR
Scorecard:Measuring
Success in Talent
Management

The importance
of tracking
talent
developement
efforts

Natural talents are
innate gifts that
can help a person
achieve success
in particular
activities

Role
management,goal
tacking and
alignment

Talent skills
and grit all
play a role
in success

Talent is a set
of unique
abilities
possessed by
individuals



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?

