



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?



Feels

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



Does

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

Define Your Objectives

Identify the specific goals and objectives you want to achieve with your HR scorecard. For example, you might want to improve recruitment efficiency, increase employee engagement, or reduce turnover.

Identify Key Metrics

Determine the most critical KPIs and metrics that align with your objectives. Common HR metrics include turnover rate, time to fill vacancies, employee satisfaction, training completion rates, and performance evaluations.

Collect Data

Gather relevant data from your HR systems, databases, and other sources. Ensure data quality and consistency to produce reliable insights.

Create a Tableau Dashboard

Use Tableau to build a dashboard that displays your HR metrics. Here's a simplified example of how you might structure your dashboard.

- **Overview Section:** Start with an executive summary that highlights overall talent management success. This could include a summary of key metrics like turnover rate and employee satisfaction.
- **Recruitment Metrics:** Include visualizations related to recruitment, such as time to fill positions, cost per hire, and the number of vacancies.

- **Employee Development Metrics:** Display metrics related to employee development and training, such as training completion rates, skill development progress, and performance improvements.
- **Retention Metrics:** Showcase metrics related to employee retention, turnover rates, and any initiatives aimed at reducing turnover.

Share the Scorecard

Share the Tableau HR scorecard with key stakeholders, such as HR managers, executives, and team leads. You can publish the dashboard online or distribute it via Tableau Server or Tableau Online.

Monitor and Adjust

Regularly review the HR scorecard and track progress toward your talent management goals. Use the insights gained to make data-driven decisions and adjust your HR strategies as needed.

Remember that the specific metrics and visualizations in your Tableau HR scorecard should align with your organization's unique talent management objectives and priorities. Regularly refine your scorecard as your HR strategies evolve and your data collection methods improve.

Add Interactivity

Leverage Tableau's interactive features to allow users to explore data further. You can add filters, drop-down menus, and tooltips to enhance user engagement.

Regularly Update Data

Keep your HR scorecard up-to-date by automating data updates. Tableau can connect to various data sources, making it easier to maintain real-time or regular updates.

NM2023TMIDO2813