



Says

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

They may mention key performance indicators (KPIs) and metrics used to evaluate talent.

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They might discuss the need for continuous feedback and performance assessments.

They may consider factors like employee engagement, retention rates, and skill development when evaluating talent.

They believe that effectively managing talent contributes directly to the success and growth of the organization.

They might weigh the cost of talent acquisition and development against the value they bring to the organization.



Thinks

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



MEASURING SUCCESS IN TALENT MANAGEMENT

Actively participates in recruitment processes, including sourcing, interviewing, and assessing potential candidates.

Utilizes data and analytics to track and measure the impact of talent management initiatives on organizational success.

Engages in performance evaluations and feedback sessions to help employees grow and excel in their roles.

They may feel concern or urgency when they identify gaps in talent or skills that could impact the organization's performance.

They experience satisfaction and confidence when they see talented individuals thriving in their roles and contributing positively to the organization.

They may feel concern or urgency when they identify gaps in talent or skills that could impact the organization's performance.



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?

[See an example](#)