# List of Visualisations

## Talent Performance

**KPI Cards:**

Applicant Count – Count of rows in the People Table

Total Rejected Applicants - Count of people who didn’t get invited to a Sparta Day

Candidates Failed - Count of people who failed their Sparta Day

Candidates Passed - Count of people who passed their Sparta Day

**Slicers:**

Talent Team – the Invited By column

Date – Done as a slider so you can select between two dates

**Data to be shown:**

Candidate Passed and Candidates Failed with a Rejected Percentage.

Shown as a Line + Stacked Column, with each Column being a Talent Team member.

This shows the total number of people invited, alongside the Passed and Failed totals and the percentage so they can be compared between Talen Team members.

Applications per Talent Team Member

Shown as a Funnel or a Tree Map

This shows who is inviting the most people. This is possibly unnecessary due to the previous chart but could still be useful if it showed the percentages of the total amount of people being invited.

Applicant Count by Month and by Talent Team Member

Shown as a Line Chart.

Shows invitations over time with a line per talent team member.

**Possible inclusions:**

Ranking each team member with calculated scores based on the number of people invited and the pass rate of those people.

Including the number of people who passed the Sparta Day but then dropped out of the course for any reason (or just for low scores) in any of the above charts or the ranking calculation.

## Trainee Removal

**KPI Cards:**

Total Applicants – Count of rows in People

Candidates – Count of people who got into a Sparta days

Trainees – Count of people who got onto a course

**Slicers:**

Talent Member (Invited By)

Moves on from dashboard 1 (Talent Performance)

Course – dropdown menu

Class - dropdown menu

**Data to be shown:**

Stacked bar-line graph that looks at trainees who completed the course or left early (with the line being a percent margin)

Count of weaknesses noticed in interviews also done in a bar graph, can be linked with classes and what's common under trainees that left

Average behaviour scores in a clustered graph. Highlight progress between each class/course

(All graphs are currently simple, finding advanced alternatives will improve visual quality)

Log-Reg S-Curve showing probability of passing the course

**Possible Inclusions:**

Finding a parameter that works on changing the stacked bar-line graph to look at each phase (Application/Interview/Trainee) instead of just trainee can allow for multiple visuals to be shown separately while only using a single graph

A correlation matrix would be convenient to include. This will highlight any relationships between those who did not pass any phases. Could this be included with the S-Curve probability or can it be its own separate thing?

## High Performance

**KPI Cards:**  
  Total candidates passed  
  Most common strength of passed candidates  
  Most common weakness of passed candidates  
  Average psychometric score  
  Average presentation score

**Slicers:**  
  Course slicer – Button slicer to select Business, Data or Engineering

**Data to be Shown:**  
Most common strengths of passed candidates

Shown as a donut/pie chart

This will highlight which strengths are most useful in passing the course  
Most common weakness of passed candidates

Shown as a donut/pie chart

This will highlight which weaknesses will be fairly insignificant in predicting which candidates will pass the course

Average presentation and psychometric scores per candidate

Can be shown as a scatter graph or as a stacked column chart

The scatter graph would evaluate a correlation between the two scores, the stack column would show direct comparison

Average behavioural scores over the length of a course

Shown as ??? (waiting on data to test) –

Included to visualise how each factor will impact a candidate’s performance during the course

**Possible Inclusions:**  
  KPI card to calculate percentage of candidates that perform well on the course  
  Most common weaknesses of failed candidates, to highlight which weaknesses should be flagged as a potential hindrance  
  Self-development slicer to evaluate how impactful it is on the candidate’s ability

## Performance over time

**KPI Cards:**

People on the course – Count of people on the course

Graduates – Count of people who completed the course

Left before completion – Count of people who left before completing the course

Dropout Rate – Percentage of people who left the course early

Trainer Name – Name of the trainer for the course

**Slicers:**

Date – As a slider

Course Title – As a dropdown list

**Data to be shown:**

Decomposition Tree with as many options as possible

This is so the user can potentially find any data they want in as much detail as they want. We decided to do it this way due to the difference in how the business question was worded.

Average Behaviour Score per week, by Course Name or Subject. Potentially by Trainer

Shown as a Line Chart with Drill Down possibly? Or a Parameter that allows you to switch between options.

This is a general measurement of how the course is going over time. It is expected that this starts relatively low and grows as the Spartans learn more throughout the course.

Top Student, Average for each Behaviour across the whole course

Shown as a multi-line card or two cards

This is to highlight the student that according to the numbers did the best on the course as they had high scores. This should work across all students but also once the slicers are used to pick a specific time frame or course.

Bottom Student, Average for each Behaviour across the whole course

Shown as a multi-line card or two cards

Same rational as the Top student but shows the worse performing student.

**Possible inclusions:**

Anytime Average Behaviour score is used (the Line Chart or the Top and Bottom Students) average behaviour growth could be used either alongside it or in its place.