



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?

You can **use surveys, feedback, interviews, or focus groups** to assess how your employees feel about their work, their managers, their colleagues, and your organization.

- 1. Compare yourself to yesterday's self. ...
- 2. Track your time spent on three important daily tasks. ...

One important internal factor to consider when measuring success is **happiness and fulfillment**.

These two factors include pursuing your passion, having positive relationships, and having a sense of purpose

- 1. Track your time spent on three important annual tasks. ...
- 2. Discover your core values. ..

Consider the percentage of your communication geared to the listener.



Persona's name

Short summary of the persona

Measuring success is very important, as it **allows a business to improve its performance and make changes when things go off track**.

Wealth, job title, and happiness are some of the most common measures of success.

This article will explain the use of talent management metrics and why they should be tracked by any HR department.

Talent management metrics are **tools to measure the inflow, throughflow, and outflow of talent in your organization**.

You can also measure indicators of engagement and satisfaction, such as retention rate, turnover rate, absenteeism rate, or employee referrals.

It's important to measure success the right way because it informs how you spend your time and effort.



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?