



Says

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

say about  
Management  
,determination  
of compete

About  
promotion

About  
personal  
preservation  
program.

Done  
performance  
appraisal

Review  
meeting was  
done

sucession  
planning



Does

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



TALENT MANAGEMENT

[See an example](#)

Thinks

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

think about  
sucess  
planning

Recognition  
of reward

about job  
rotation

feels like skill  
gap analysis

Feels  
workforce  
planning

unboarding



Feels

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

