



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?

Need to ensure smooth onboarding to integrate new hires effectively.

Maintaining clear communication channels between departments is essential.

Should promote a sense of belonging and diversity within the workforce.

Designs mentorship program to nurture employee growth.

Collaborates with departments to create inclusive work environment.

Initiate diversity and inclusion programs.

What strategies will implement to enhance employee confidentiality ?

What do they expect from HR in terms of support communications and resources.

How do their personal values and belief align with the company's HR practice.

Empathetic towards employee facing challenges.

Eager to see the insights that will help us refine our approach.

Annoyed by delays in receiving responses.



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?