



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?



Learning &
Growth

Hard
working

Guiding

Communication

Motivation

Team work

Decision

Planning

Contribution

Happiness

Improving
talent

Multi ideas



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?

[See an example](#)