



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?

We emphasize the importance of data-driven talent management practices.

We share success stories of organizations using our scorecard to improve HR strategies.

We believe that data-driven insights are crucial for effective talent management.

We think our scorecard can provide valuable information for HR decision-makers.

We communicate the need for ongoing feedback and collaboration to enhance our tool.

We discuss the potential benefits of integrating our scorecard into existing HR systems.

We wonder if our approach aligns with the evolving needs of the organization.

We consider how to make the scorecard more user-friendly and accessible.



We provide data visualization tools and metrics to track HR performance.

We offer training and support to HR teams using our scorecard.

We feel excited about the positive impact our scorecard can have on talent management.

We are concerned about staying relevant and meeting the changing needs of HR professionals.

We continuously update and improve our scorecard based on user feedback.

We collaborate with HR professionals to customize our scorecard to their specific needs.

We are open to feedback and eager to learn from our users' experiences.

We feel a sense of responsibility to help organizations achieve their HR goals.



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?