



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?

What are the most aspeccts of this position?

How did the position become available?

There are gaps in the program:
Need more practical experience

Ask reflective questions

Can you discribe work place culture?

Need transparency from faculty members

The tableau HR Scorecard:
Measuring success in talent management

Reading and posting in discussion forums

Connect with recent graduates from the program

Organize my schedule to slot in dedicated time for reading and posting

Excited to learn new skills and apply them to my day -to-day

Enthusiastic about a new model of learning

Feel disconnected to other students



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?