



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 do the stakeholders say about the talent management process? Are they expressing satisfaction, frustration, or any concerns?

We need to ensure that our talent management efforts are yielding positive outcomes.

What might be going through their minds during different stages of talent management? Are they feeling engaged, uncertain, or motivated?

How can we track and quantify the impact of our talent management initiatives?



Collects data on employee performance, engagement, and retention rates.

Concerned about justifying the budget spent on talent management.

What action are the stakeholders taking within the talent management process? Are they actively participating, disengaged, or resistant?

What emotion do stakeholders experience during various talent management activities? This might include feelings of motivation, frustration, satisfaction, or uncertainty



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?