



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?

I'm interested in understanding the team dynamics and how this role fits into the larger picture.

Clarity: Candidates want clear job descriptions, expectations, and insights into the company's values and culture.

What opportunities for professional development does the company offer?

What's the onboarding process like if I were to be selected for this position?

Career Progression: Candidates need to see a clear path for growth and advancement within the organization.

Meaningful Work: Candidates hope for work that is meaningful, fulfilling, and aligned with their passions.



The Tableau Hr Scorecard: Measuring Success In Talent Management

Short summary of the persona

Communication Skills: Effective communication, clear articulation of thoughts, and the ability to answer questions concisely are positive signs.

Enthusiasm: Candidates who express enthusiasm about the company, role, and industry tend to be genuinely interested in the opportunity.

Fear of Making Mistakes: Candidates may worry about providing incorrect answers or making mistakes during the interview.

Questioning: Candidates who ask thoughtful questions about the role, team, and company show they are invested and eager to learn more.

Multiple Rounds: A lengthy interview process with multiple rounds can lead to frustration, especially if it interferes with current commitments.

Anxiety about Outcomes: Candidates worry about the outcome of the interview and whether they'll receive a job offer.



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?