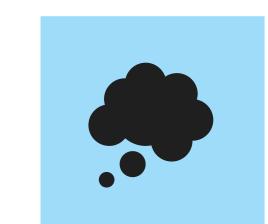
Says

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.

What opportunities for professional development does the company offer?

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

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

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.

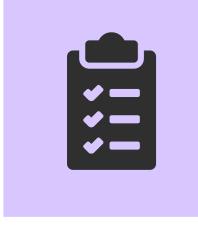
Enthusiasm:
Candidates who
express enthusiasm
about the company,
role, and industry tend
to be genuinely
interested in the
opportunity.

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

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

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?



What are their fears, frustrations, and anxieties? What other feelings might influence their behavior?



