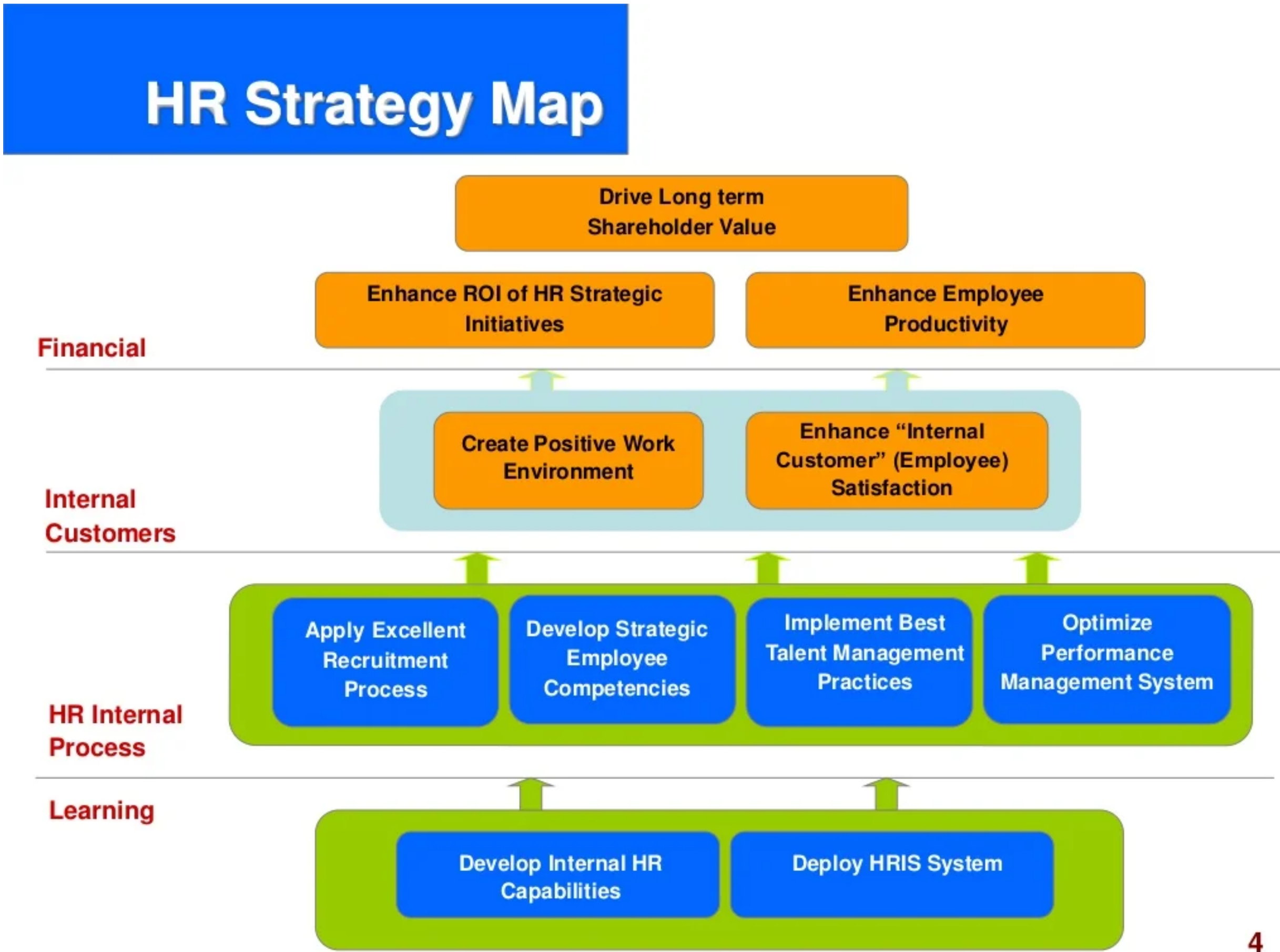




Says

What have we heard them say?
What can we imagine them saying?



I need a comprehensive view of HR metrics for performance evaluation

We need insights from the scorecard to guide strategic decisions

Thinks

What are their wants, needs, hopes, and dreams? What other thoughts might influence their behavior?



A wellstructured scorecard will help me assess HR effectiveness

Clear visualization of data will aid in understanding HR's impact.



Reviews the scorecard to align HR strategies with organizational goals.

Invests time in data collection and analysis for reporting.



Frustration when metrics are scattered across different systems

Concern about optimizing HR practices to drive business outcomes.



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?

