



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?

High potential talent.

Internal promotion rate.

Connecting and sharing data.

Make organization more effective.

Time to hire.

Retaining top talents.

Measuring Success In Talent Management.

Improve onboarding experience.

Innate gift.

Increasing efficiency.

Employee development.

Development in skills.

Increased employee and management engagement.

Understanding own potential.

Exploring new talents.



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?