



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?



a tool that helps measure, manage and improve the role of the HR function within an organization  
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Financial, Customer, Internal Process, and Learning and Growth

helps to measure, manage, and improve the strategic role of the HR department.

business intelligence tool that allows Human Resource teams to track, analyze and report on HR KPIs.

To review every aspect of management of HR to determine the effectiveness of each programmes in an organisation.

provides clarity for task management and expectations with a well-defined roadmap to success.

walking, talking, sitting, singing, hugging, eating, sleeping, doing math problems

encourages HR professionals to position themselves as strategic partners within their organizations.

Focusing on physical activity to manage anxiety symptoms is also a big part of an anxiety self-care plan.

employees transporting items, moving loads physically, carrying out repairing and maintenance works

Performance anxiety can lead to negative thought patterns, including excessive self-criticism, unrealistic expectations, and a heightened focus on failure

Difficult experiences in childhood, adolescence or adulthood are a common trigger for anxiety problems



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?