



Says

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

Employees express the need for clear performance metrics and goals.

Employees discuss the importance of regular communication and feedback from managers.

Employees communicate the desire for transparent and fair performance evaluations.

Employees provide feedback on the effectiveness of talent development programs.



Employees think that a data-driven approach can lead to more accurate talent management decisions.

Employees believe that effective talent management can enhance employee engagement and retention.

Employees believe that a well-defined HR scorecard can help measure talent management success.

Employees think that a comprehensive talent management strategy can drive organizational growth.



Thinks

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

Employees actively participate in talent development programs and seek opportunities for growth.

Employees align their individual goals and actions with the overall organizational objectives.

Employees actively seek feedback from managers and peers to improve their skills.

Employees engage in self-assessment and reflection to enhance their own performance.

Employees feel valued when they have opportunities for skill development and career growth.

Employees feel motivated and engaged when their contributions are recognized and rewarded.

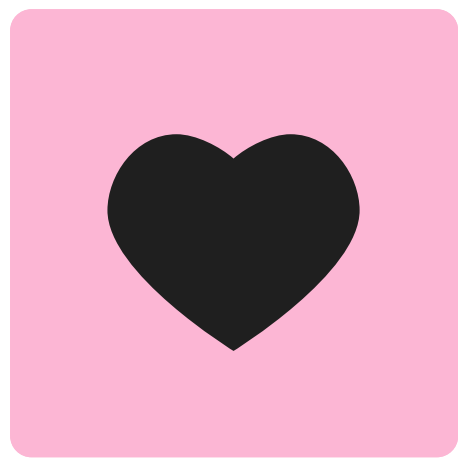
Employees feel supported when there is open and honest communication about performance.

Employees feel anxious when talent management practices are not transparent or fair.



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?

[See an example](#)