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| **Self-Discovery: Cumulative People Analytics Skills Assessment** | | | | | |
| **My Top 5 Strengths** (as seen in Step 1, Start Where You Are) | | | | | |
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| **Data Consumer Skills** (as seen in Step 2, *The People Analytics Data Consumer*) | | | | | |
| Analytical & Critical Thinking |  |  |  |  |  |
| Systems Thinking |  |  |  |  |  |
| Curiosity & Creativity |  |  |  |  |  |
| **People Analytics Translator Skills** (as seen in Step 2, *Non-Technical Skills*) | | | | | |
| Business Acumen | | | | | |
| Industry Expertise |  |  |  |  |  |
| Company Expertise |  |  |  |  |  |
| Talent Management Expertise |  |  |  |  |  |
| Your Unique Specialty Knowledge |  |  |  |  |  |
| Communication | | | | | |
| Active Listening |  |  |  |  |  |
| Simplicity and Clarity in Communication |  |  |  |  |  |
| Storytelling | | | | | |
| Data Visualization & Presentation |  |  |  |  |  |
| Storytelling |  |  |  |  |  |
| **Analytical Skills** (as seen in Step 3, *Build Your Technical Skills*) | | | | | |
| Descriptive Analytics Skills | | | | | |
| Calculate counts, sums, frequencies, percentiles |  |  |  |  |  |
| Measures of center (mean, median, mode) |  |  |  |  |  |
| Measures of dispersion (min, max, variance, standard deviation) |  |  |  |  |  |
| Rates, ratios, odds |  |  |  |  |  |
| Correlation |  |  |  |  |  |
| Diagnostic Analytics Skills | | | | | |
| Statistical significance testing |  |  |  |  |  |
| Group comparison tests (t-tests, chi-square, ANOVA) |  |  |  |  |  |
| Regression analysis |  |  |  |  |  |
| Exploratory analysis |  |  |  |  |  |
| Root cause analysis |  |  |  |  |  |
| Drill-down analysis |  |  |  |  |  |
| Comparative analysis |  |  |  |  |  |
| Predictive Analytics Skills | | | | | |
| Regression analysis |  |  |  |  |  |
| Causal inference |  |  |  |  |  |
| Decision trees |  |  |  |  |  |
| Time series analysis |  |  |  |  |  |
| Survival analysis |  |  |  |  |  |
| Machine Learning (ML) |  |  |  |  |  |
| Prescriptive Analytics Skills | | | | | |
| Optimization modeling |  |  |  |  |  |
| Decision trees |  |  |  |  |  |
| Simulations |  |  |  |  |  |
| Qualitative Analytics Skills | | | | | |
| Qualitative Data Coding |  |  |  |  |  |
| Sentiment Analysis |  |  |  |  |  |
| Thematic Analysis |  |  |  |  |  |
| Qualitative Research Methodological Approaches |  |  |  |  |  |
| Advanced Analytics Skills | | | | | |
| Organizational Network Analysis |  |  |  |  |  |
| Automation |  |  |  |  |  |
| Advanced Modeling (e.g., ML, deep learning, etc.) |  |  |  |  |  |
| Natural Language Processing (NLP) |  |  |  |  |  |
| Computer Vision |  |  |  |  |  |
| Data Visualization Skills | | | | | |
| Chart Types & Techniques |  |  |  |  |  |
| Visual Data Exploration & Analysis |  |  |  |  |  |
| Visual Data Cleaning |  |  |  |  |  |
| Visual Design Principles |  |  |  |  |  |
| Accessible Data Visualization Design |  |  |  |  |  |
| Scorecards & Dashboards |  |  |  |  |  |
| Animated Visualizations |  |  |  |  |  |
| Storytelling |  |  |  |  |  |
| Data Visualization Tools |  |  |  |  |  |
| **People Data Management & Governance** | | | | | |
| Defining, Designing, and Collecting Skills | | | | | |
| Defining Data Measures |  |  |  |  |  |
| Designing Collection Methods |  |  |  |  |  |
| Privacy |  |  |  |  |  |
| Data Collection |  |  |  |  |  |
| Secure Data Storage Skills | | | | | |
| Data Storage |  |  |  |  |  |
| Database Systems |  |  |  |  |  |
| Data Privacy Regulations |  |  |  |  |  |
| Data Security & Compliance Practices |  |  |  |  |  |
| Data Transformation and Cleaning Skills | | | | | |
| Data Extraction |  |  |  |  |  |
| Data Transformation |  |  |  |  |  |
| Data Cleaning |  |  |  |  |  |
| Data Quality Management |  |  |  |  |  |
| Data Integration |  |  |  |  |  |
| Data Retention and Deletion |  |  |  |  |  |
| People Data Governance & Ethics Skills | | | | | |
| Data Governance |  |  |  |  |  |
| Data Ethics |  |  |  |  |  |
| **People Analytics Research Skills** (as seen in Step 3, *Technical Skills*) | | | | | |
| Research Frameworks |  |  |  |  |  |
| Research Design |  |  |  |  |  |
| Hypothesis Development and Testing |  |  |  |  |  |
| Data Collection and Analysis |  |  |  |  |  |
| Sampling Methodology |  |  |  |  |  |
| Modeling Techniques (for variable relationships) |  |  |  |  |  |
| **Technology Skills** (as seen in Step 3, *Leveraging Technology*) | | | | | |
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| **Taking it Further** (as seen in Step 4, *Big Picture Skills*) | | | | | |
| People Analytics Community Building Skills (as seen in Step 4, *Big Picture Skills*) | | | | | |
| Trust Building |  |  |  |  |  |
| Collaborative Teamwork |  |  |  |  |  |
| Networking |  |  |  |  |  |
| Relationship Nurturing |  |  |  |  |  |
| Ethical People Analytics Skills (as seen in Step 4, *Big Picture Skills*) | | | | | |
| Ethical Framework Development |  |  |  |  |  |
| Impact Assessment |  |  |  |  |  |
| Transparency and Communication |  |  |  |  |  |
| Data Privacy |  |  |  |  |  |
| Informed Consent |  |  |  |  |  |
| Legitimate Use Case Identification |  |  |  |  |  |
| Ethical Data Collection |  |  |  |  |  |
| Ethical Data Analysis and Interpretation |  |  |  |  |  |
| Ethical Reporting and Sharing |  |  |  |  |  |
| Research Ethics |  |  |  |  |  |
| Bias Mitigation |  |  |  |  |  |
| **Additional People Analytics Skills**  *Are there other skills you think are applicable to your career in People Analytics that were not mentioned in the book? Reflect on what you’ve read and add other skills here.* | | | | | |
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