

A Secret Weapon

Secret Weapon

Veronique Frizzell



A HR manager came to me

needing **HELP.**

She was **SMART.**

She said it was time to pull out

the **SECRET**
WEAPON.

She knew she needed to transform a data heavy file

	A	B	C	D	E	F
1	Ethnicity					
2	White - non- Hispanic	1528				
3	Two or more races	81				
4	Hispanic/Latino	102				
5	Hawaiian/Pacific Islander	38				
6	Black /African American	108				
7	Asian	27				
8	American Indian / Alaskan Native	5				
9	Unknown	4				
10	Gender					
11	Male	202				
12	Female	102				
13	Disability					
14	Disability (or previous disability)	5				
15	No disability	192				
16	Did not wish to answer	1				
17	Veteran					
18	Protected Veteran	5				
19	Chose not to identify	2				
20	Protected Veteran but chose not to self identify	2				
21	Not a Veteran	198				
22	Unknown	12				
23	FLSA					
24	Hourly					
25	Salary					
26	Tenure					
27	0-3 years	172				
28	4-8 years	102				

Dashboard

Current Month

Nov-22

Last Month

Oct-22

Last Year

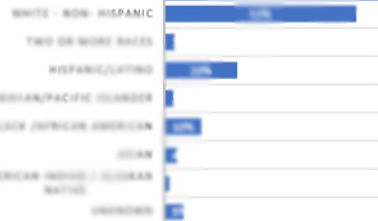
Jan-21

Current Month - Pie Charts

Nov-22

Ethnicity

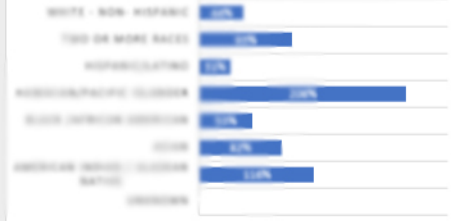
ETHNICITY POPULATION



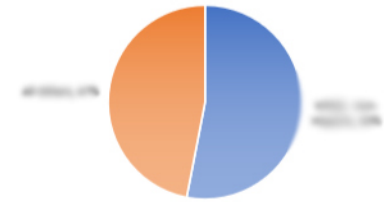
PERCENT CHANGE FROM OCT-22



PERCENT CHANGE FROM JAN-21



ETHNICITY POPULATION



into
VISUALS

	Nov-22	Count	%
White - Non-Hispanic	1,000	1,000	50%
Two or More Races	50	50	2%
Hispanic/Latino	300	300	15%
Hawaiian/Pacific Islander	10	10	0%
Black / African American	100	100	5%
Asian	50	50	2%
American Indian / Alaskan Native	10	10	0%
Unknown	50	50	2%
Total Population	2,750	2,750	100%

	Oct-22	Count	%	Diff from % Change
White - Non-Hispanic	1,000	1,000	50%	0%
Two or More Races	50	50	2%	-1%
Hispanic/Latino	300	300	15%	1%
Hawaiian/Pacific Islander	10	10	0%	0%
Black / African American	100	100	5%	0%
Asian	50	50	2%	0%
American Indian / Alaskan Native	10	10	0%	-1%
Unknown	50	50	2%	1%
Total Population	2,750	2,750	100%	-4%

	Jan-21	Count	%	Diff from % Change
White - Non-Hispanic	1,000	1,000	50%	10%
Two or More Races	50	50	2%	-10%
Hispanic/Latino	300	300	15%	1%
Hawaiian/Pacific Islander	10	10	0%	100%
Black / African American	100	100	5%	10%
Asian	50	50	2%	10%
American Indian / Alaskan Native	10	10	0%	10%
Unknown	50	50	2%	0%
Total Population	2,750	2,750	100%	99%

	Nov-22	Count	%
White - Non-Hispanic	1,000	1,000	50%
Other	1,750	1,750	63%
Total Population	2,750	2,750	100%

Result? Less error and

EASIER to
READ

For me, the difficulty is finding **time**. I like to use Friday afternoons as quiet time before the weekend to work on improvement projects.

The other issue is the **design** for ease of absorbing information. [Storytelling with data](#) provides some helpful tips on visualization.

If you want more details, you can connect with me on
LinkedIn at

[https://www.linkedin.com/in/
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