

Performance Evaluation Q3

2025

Team Member Name	Ammar Hassan
Department	Technology (Data and Quant)

Please note that the scores from the team represent the average of all the scores received, rather than individual assessments from each evaluator.

Leadership Evaluation by Hamiz Awan	
Categories	Rating
Task Prioritization & Accountability	3.00
Accuracy & Attention to Detail	3.00
Continuous Learning & Innovation	3.00
Guidance & Collaboration	3.00
Overall Impact	3.00
Total (Out of 20)	15.00
Areas For Improvement	<p>Can improve by training and empowering your team so you are free to focus on the most strategic and technical areas.</p> <p>Can improve by simplifying the workload, focusing on top priorities, and consistently closing the loop.</p>

Department Evaluation by Hamiz Awan	
Rating (Out of 4)	2.75
Feedback For Improvement	<p>Should focus more on measurable outcomes rather than activity or volume of work.</p> <p>Can keep raising the bar by holding each other accountable and sharing responsibility for collective outcomes.</p>

Evaluation as a Team Lead		
Category	Rating	Feedback by:
Clarity in Communication	4.0	Namrah Rehman Ammar communicates with exceptional clarity and purpose. His approach ensures that every team member understands not only what needs to be done but also why it matters. He consistently aligns individual goals with broader organizational objectives, which strengthens focus and motivation across the team.
Support for Professional Growth	4.0	He demonstrates genuine commitment to the growth and success of his team. He actively encourages learning and provides constructive feedback that helps refine both technical and leadership skills. His trust and guidance empower me to take initiative and develop professionally in meaningful ways.
Recognition & Appreciation	3.0	Ammar consistently recognizes and appreciates the efforts of his team. His feedback is specific, timely, and encouraging, which fosters a positive and motivated work environment. He ensures that every contribution, big or small, is acknowledged and valued, reinforcing a strong sense of belonging and purpose.
Leadership & Problem Solving	3.0	He leads with composure and confidence, especially in challenging situations. He approaches problems with a solution-oriented mindset and ensures the team remains cohesive and focused. His ability to turn obstacles into opportunities reflects strong leadership and inspires confidence throughout the team.
Total	14.0	

Evaluation as a Peer		
Category	Rating	Feedback by:
Timeliness & Quality of Work	3.0	Satish Kumar Ammar works seamlessly with others and is always willing to lend a hand, making collaboration smooth and effective.
Communication & Collaboration	3.0	He shares insights and updates clearly, ensuring everyone stays informed and aligned on project goals.
Ownership & Accountability	3.0	Ammar reliably follows through on tasks and shows strong ownership in joint efforts.
Ability to Handle Challenges, Feedback & Problem Solving	3.0	He brings a helpful and approachable attitude that boosts team morale and encourages open collaboration.
Total	12.0	Ammar excels in communication, research, and teamwork. To grow further, he might consider taking on more leadership responsibilities.

HR Evaluation		
Policy Adherence	4.00	
Participation in Meetings & Discussions	4.00	
Alignment with the Company Values	4.00	
Availability during Core Hours	4.00	
Total (Out of 16)	16.00	

Aggregate Performance Score		
Categories	Weightage	Aggregate
Evaluation As Team Lead (4)	25%	3.5
Evaluation As Reporting Team Member (4)		0.0
Evaluation As Peer	15%	3.0
HR Evaluation (4)	10%	4.0
CEO Evaluation (4)	30%	3.0
Department Evaluation	20%	2.8
Aggregate (Out of 4)		3.18
Percentage		79.38%

Key:

Rating	What It Means
4	Exceptional - Transformed the business
3	Exceeds - Went above and beyond
2	Meets - Did their job well
1	Below - Needs improvement