

# Peer Responses

How would you rate the team member on "Customer Obsession"?

: ★★★

: ★★★

: ★★★★★

Highlight a few instances of why you gave the team member a particular rating in "Customer Obsession"

: Akarsh can start by spending more time with KAM team and gain insights from them

How would you rate the team member on their "Bias for Action"

: ★★★★★

: ★★★

: ★★★★★★

Highlight a few instances of why you gave the team member a particular rating in "Bias For Action"

: Akarsh has executed many projects across many microservices well. He needs to continue this and gain an even higher level of understanding to be able to help & lead everyone.

How would you rate the team member on "Insisting on Highest Standards"

: ★★★★★

: ★★★★★

: ★★★★★

**Highlight a few instances of why you gave the team member a particular rating on "Insisting on Highest Standards".**

: - More focus on getting things "First Time Right" and also insisting on the same from others.

**How would you rate the team member on "Ownership"**

: ★★★★★

: ★★★★★

: ★★★★★★

**Highlight a few instances of why you gave the team member a particular rating on "Ownership"**

: Has contributed to many projects and is applying himself to problems well.

**What should this person do differently?**

: Full of ideas and knowledge , can bring more on the table . Way of communication is good , always keep things clear

: Better understanding of the problem what is being solved. More speed in execution by managing his time better and not getting bogged down by small and trivial things.

: - Focus on getting things first time right - atleast functionally. This will greatly benefit in the long run as the products that you have launched will only require improvements and additions and wont hold you back in the next project