

# SELF EVALUATION RESULTS:

	Customer Obsession	Bias for Action	Ownership	Insisting on Highest Standards	Cumulative
Self	3	undefined	undefined	5	NaN
Final Rating					

## Ratings:

Rating	Meaning	Performance Bonus %
1.0	Poor	0.0%
2.0	Improvement	0.0%
3.0	Good	10.0%
3.5	Good+	12.5%
4.0	Great	15.0%
4.5	Great+	17.5%
5.0	Outstanding	20.0%

## Self Responses:

List the core projects you have completed in the past 6 months, along with the impact they've had on customer experience and the business.

1. Built right focus & strategy for the company. Growth, Performance & Profitability.
2. Drove profitability & we should see results soon.
3. Proud of hiring some great folks & look forward to drive culture of innovation & growth.
4. Culture of Press Release & 6-pagers

How would you rate yourself on "Customer Obsession"?

**Highlight a few instances of why you gave yourself a particular rating in "Customer Obsession"**

I am able to understand customers very well & figure the right solutions out. But unable to drive end execution with the right team members.

I am looking to build tool for internal team that enables all team members drive end execution without me getting involved.

**How would you rate yourself on their "Bias for Action"**

4

**Highlight a few instances of why you gave yourself a particular rating in "Bias For Action"**

When strategy is clear, execution is key. I believe, I have been slow in execution in a few areas where I'm still figuring out better ways. There, sometimes I can do better.

**How would you rate yourself on "Insisting on Highest Standards?"**

5

**Highlight a few instances of why you gave yourself a particular rating in "Insisting on Highest Standards"**

The things that we do we all must be proud of. Bangalore Darkstore rehauling for Decathlon.

**How would you rate yourself on "Ownership"**

4

**Highlight a few instances of why you gave yourself a particular rating in "Ownership"**

I take 100% ownership of the following things :

1. Is the company surviving the next year. Capital Needs.
2. Does the company have right people for us to achieve the objectives. People & Hiring needs.
3. Is the team happy or not.
4. Are we all aligned towards singular goals or not.

I take partial / 60% of the following (which is where I need to improve)

1. Projects I started like - Profit Per Tour. I believe other team members in the company are way better to take it ahead. OR - Scan Reduction, Clustering & Routing, etc.
2. Operations. Making sure that our performance levels are really good enough.
3. Customer Acquisition. To understand today's & future needs of customer & translate the team translates into deal closure.

**What have been your main weakness in the past 6 months and what are you doing to better on them.**

1. Missed driving Customer Insights in the team members conversations. Will focus more there going forwards.
2. Missed building great data team on-time
3. I get too cranky when needles don't move. I even get very very harsh on a few people / instances that's very very wrong on my part.
4. Personal Focus for myself. I am unable to do things that I love which are building no-code applications for internal use cases & focus on BlitzScale Startup Program.

**What have been your core strengths in the past 6 months, list examples of where you've seen yourself use them.**

1. Energy. Giving out positive energy to ensure everyone is happy & geared up for their projects.
2. Numbers. Company MIS, day-to-day intel, etc.
3. Design. In re-branding only, but want to use it more.
4. Converting Customers. I love converting customers.
5. Solving Scalability Challenges. operations, growth, team, etc.

## Peer Responses:

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

hi: ★★★

undefined: ★★★

undefined: ★★★★★

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

undefined: 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"**

hi: ★★★★★

undefined: ★★★

undefined: ★★★★★

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



undefined: 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"

hi: ★★★★★

undefined: ★★★★★

undefined: ★★★★★

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

undefined: - 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"

hi: ★★★★★

undefined: ★★★★★

undefined: ★★★★★

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

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

## What should this person do differently?

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

undefined: 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.

undefined: - 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 won't

hold you back in the next project



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