**Hi Karan,**

Thanks for taking a moment to chat. I really value your commitment to quality—your thoroughness and attention to detail are evident in the work you produce, and that kind of thinking is essential to the team’s long-term success.

I wanted to share some feedback that comes from a place of care and wanting to support your growth. One of our goals as a team is to move quickly, test new ideas fast, and learn through iteration. That agile mindset has helped us stay competitive and manage internal pressures on time and cost.

I’ve noticed that you often spend a lot of time trying to find the *perfect* solution before taking action. For example, during our last two sprints, we waited to move forward until you felt 100% certain about the direction, which led to delays and made it harder for others to deliver on time. The impact was that the team felt held back, and it limited our ability to explore multiple ideas quickly.

If you’re open to it, I’d encourage you to start experimenting earlier—try sharing rough drafts or MVPs sooner, even if they aren’t fully polished. This would allow for earlier feedback and more collective learning. Over time, I believe this shift will not only reduce pressure on you but also help you become a stronger innovator and collaborator.

I’d be happy to work with you on this—whether it’s pairing on early-stage ideas or setting smaller milestones together. You’ve got a lot of value to bring, and I know that adapting this way could make a real impact, both for you and for the team.

Thanks again for being open. I appreciate you listening!

**Best regards,**  
**Sahana Ravi Chikkodi**