

# Performance Feedback Form

Consultant Name:	Alex Bariyev
Client:	Lilly

Client Name:	Gina Cromwell
Engagement/Project:	HR Toolkit

Allegient is centered around 4 Core Values: Delivery, Relationship, Stretch and Servant’s Heart. Everything we do is tied to our values from delivering quality work to serving one another. Part of continually stretching ourselves and building strong relationships is soliciting feedback from our peers and our clients. We have tied specific behaviors to each value to ensure we are doing what it takes to live out our Allegient Values. These behaviors are listed under each value in the feedback form.

- DELIVERY - doing what it takes to deliver value and results
- RELATIONSHIP - building trusting relationships
- STRETCH - pushing the envelope personally and professionally
- SERVANT’S HEART – serving one another, our clients and the community

When filling out the form, use specific examples and as much detail as possible. When providing areas for improvement, please use measurable and specific action items. Thank you for your feedback and helping Allegient to better serve you! Completed forms should be sent to the requestor of the feedback.

<b>Delivery</b> <ul style="list-style-type: none"> <li>• Proactively resolves problems with the engagement or for /with you, their client</li> <li>• Ensure commitments to clients are met</li> <li>• Approach engagement with a methodology and disciplined approach</li> <li>• Track and communicate relevant work and quality metrics</li> <li>• Use sound judgment to arrive at the most effective solution</li> </ul>	<b>1. What did the consultant do well on this project?</b> <b>2. In what areas could he/she improve?</b>
	1. Overall, Alex has done an excellent job on this project. He was able to contribute immediately and provide value quickly to turn our needs in to actionable items within the HR Toolkit. He was assigned to us after the initial MVP and did an excellent job picking up where the previous Software programmer left it and provide solutions to the project quickly 2. No areas needed for improvement at this time that I witnessed in this area.
<b>Relationship</b> <ul style="list-style-type: none"> <li>• Focus on client service by understanding and responding to your needs</li> <li>• Develop relationships with client peers</li> <li>• Maintain a positive and collaborative attitude</li> </ul>	<b>1. What did the consultant do well on this project?</b> <b>2. In what areas could he/she improve?</b>
	1. Able to figure out bugs quickly, provided valuable solutions to the project or needs of the business and provided options to allow us to determine the next steps. He has maintained a very positive attitude and sits near us often for quick resolution and accessibility. 2. None noted since he is a pleasure to work with!

<div>Stretch</div> <ul style="list-style-type: none"> <li>Keep skills and knowledge fresh and relevant</li> <li>Learn to be comfortable outside of the zone</li> <li>Embrace new and different opportunities</li> </ul>	<div> <div>1. What did the consultant do well on this project?</div> <div>2. In what areas could he/she improve?</div> <div> <div>1) Overall Alex has shown leadership capability, is willing provide alternative or different solutions to meet the business need as well as his knowledge on the time and effort it would take to execute the request. No challenge is too big for him and views obstacles as challenges and wants to accomplish them which is a great attitude to have in the consulting world.</div> <div>2) Tenure is the only thing I would say as he moves through the consulting world that his experience will help him develop more ideas from different projects he will be involved in the the deliverable he is able to provide.</div> </div> </div>
<div>Servant’s Heart</div> <ul style="list-style-type: none"> <li>Develop leaders and mentor others when needed</li> <li>Act with humility when working with others</li> <li>Treat others with fairness, dignity and respect</li> </ul>	<div> <div>1. What did the consultant do well on this project?</div> <div>2. In what areas could he/she improve?</div> <div>Overall very impressed and pleased with Alex’s contributions, he has a solutions oriented mindset, is customer focused and is extremely knowledgeable in product.</div> </div>