

Performance Feedback Form

Consultant Name:	Alex Bariyev
Client:	Eli Lilly E&C

Client Name:	Emily Sexson
Engagement/Project:	myIntegrity, 7 Elements

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.

Delivery <ul style="list-style-type: none"> • Proactively resolves problems with the engagement or for /with you, their client • Ensure commitments to clients are met • Approach engagement with a methodology and disciplined approach • Track and communicate relevant work and quality metrics • Use sound judgment to arrive at the most effective solution 	1. What did the consultant do well on this project? 2. In what areas could he/she improve?
	Alex works to understand our problems/issues and finds appropriate solutions. Alex goes above and beyond our expectations, for example, Alex notices improvements that can be made to the tools and takes the time to explain why this could be problematic and how it can be improved.
Relationship <ul style="list-style-type: none"> • Focus on client service by understanding and responding to your needs • Develop relationships with client peers • Maintain a positive and collaborative attitude 	1. What did the consultant do well on this project? 2. In what areas could he/she improve?
	Alex is extremely reliable and responsive. He always has a positive attitude and is a great communicator. I always feel comfortable reaching out to him with questions. Alex also is great about anticipating my questions and giving me the answers I want before I even ask the question. I really appreciate that and it shows his level of understanding of the projects.

Stretch <ul style="list-style-type: none"> Keep skills and knowledge fresh and relevant Learn to be comfortable outside of the zone Embrace new and different opportunities 	<div> 1. What did the consultant do well on this project? 2. In what areas could he/she improve? </div> <p>Both 7 Elements and myIntegrity have been challenging projects to jump into, but Alex has been excellent with supporting both tools. He has exceeded our expectations and worked to make both 7 Elements and myIntegrity exceptional tools used globally by the Ethics and Complainace team. Before Allegient took over support for both tools, I would not have felt comfortable saying either tool was exceptional and I was not confident in the 7 Elements tool, but Alex has worked hard to ensure both tools are working as desired.</p>
Servant’s Heart <ul style="list-style-type: none"> Develop leaders and mentor others when needed Act with humility when working with others Treat others with fairness, dignity and respect 	<div> 1. What did the consultant do well on this project? 2. In what areas could he/she improve? </div> <p>Alex is a pleasure to work with. I can tell he is passionate about his work and takes pride in finding great solutions, but he is also very humble.</p>