

**From:** Frederic Cahn Von Seelen

**To:** Amir Ranjbar Maki

**Behaviour:**

Amir, I really appreciate how you consistently ensure we stay on track with our deadlines while fostering a positive and productive work environment. Your efforts to motivate the team, recognize our individual contributions, and maintain high morale really stand out. It's clear that fostering an engaging and motivating work environment is important to you.

**Emotion:**

This leadership approach makes me feel confident and motivated in my work. Knowing that my contributions are recognized and encouraged really boosts my work ethic. It's also reassuring to have a leader who ensures challenges are met with solutions rather than unnecessary pressure.

**Consequence:**

Because of this, the team has been able to collaborate effectively and consistently meet our goals, even during high-pressure situations. Your ability to maintain focus and foster such a constructive environment has been a major factor in our success so far.

**Desirable Method:**

Honestly, I wouldn't suggest any significant changes to your approach. Your leadership has been instrumental in keeping the team on track and motivated, and I think it's important to highlight how much that is appreciated.