

FY23 LEAD Feedback for Ettore Minelli

INSTRUCTIONS



Providing feedback:

As a feedback provider, you should have supervised or had direct insight into the person's performance, and you should be at the same rank or higher.

When providing feedback, be sure to:

- Use the comment boxes to share your observations and suggestions. Help others improve by explaining where individuals have done well and where they could have more impact.
- Indicate the degree to which this person demonstrates [Transformative leadership](#) behaviors, delivers Quality and risk management technical excellence and helped the team achieve engagement/project metrics.
- Consider the full scale. Reserve Gold Standard for those who consistently exhibit role model leadership in whatever the circumstance. This is not common. If you select Gold Standard, you are confirming that they are the role model to which you will compare all others.
- Remember someone not displaying Gold Standard or Almost Always may still exhibit strong performance.
- Everyone should strive towards and will be evaluated on role modeling Transformative Leadership behaviors. [Rank Expectations](#) outline baseline performance.
- If the person you're providing feedback on is aligned to a role in the NextWave Careers Framework, click [here](#) for more guidance.

Feedback response definitions:

| Not Observed | Never | Rarely | Sometimes | Often | Usually | Almost Always | Gold Standard |
|---|---|--|---|---|--|--|---|
| Did not have the opportunity to observe this behavior | Never displayed the behavior even when there were opportunities | Displayed the behavior in very few occurrences and/or to a very small extent | Displayed the behavior from time to time and/or to a small extent | Displayed the behavior frequently and/or to a moderate extent | Displayed the behavior in most interactions and/or to a large extent | Displayed the behavior to a very large extent. There were only very few and rare occurrences when the behavior was not displayed | Displayed role model behavior consistently, every time, whatever the circumstance |

Engagement/project name (not applicable for self-assessment)

PJ Golmar

Better Me

- Wellbeing** - Is mindful and fully present; maintains personal wellbeing to sustain positive energy and fuel resilience
- Curiosity** - Is a continuous learner, leads with questions, reflects and listens for the art of the possible to spark bold new insights
- Agility** - Embraces change and through self-awareness, adapts behavior in diverse contexts

Response
Almost Always

Better Us

- Inspiring** - Shares a compelling vision of the future, leverages story-telling and rallies others with passion and purpose
- Teaming** - Supports the bringing together of a diverse mix; plays to each other's strengths, coaches, collaborates and builds trust in a courageous manner to achieve collective goals
- Belonging** - Supports the establishment of an inclusive, open and safe environment where people are aligned around a shared purpose, feel free to be themselves and are valued for their differing identities, perspectives and talents

Response
Almost Always

Building a Better Working World: Client

Connected - Digitally engage, bring all of EY knowledge and EY client business together into one cohesive ecosystem to build trust and enrich relationships
Proactive - Actively listen, be highly responsive and proactively bring innovative ideas that inspire EY clients
Insightful - Become a trusted advisor, ask better questions to bring bold insights to EY clients

Response
Almost Always

Building a Better Working World: Business

Progressive - Adopts new technologies, assets, data and partners across the ecosystem to lead EY clients through transformation and provide long-term business value
Innovative - Co-creates better, faster, smarter ways of working; collaborates widely within EY organization and externally to harness diverse thinking, experiment, create new solutions and maximize/improve existing EY products, services and processes
Commercial - Sets the highest standards expected of our profession, manages risk and provide quality results in a commercially viable way, embracing new revenue and pricing models

Response
Not observed

Quality, risk management and technical excellence (QRM&TE)

Delivers the highest quality work, displaying technical excellence across a range of subject matter. Ensures compliance to relevant risk management policies.

Response
Almost Always

Indicate the extent to which this individual helped the team achieve or improve engagement/project metrics

Response
To a very large extent

What particular strengths does this individual display?

Comments by Stefano Tavoni
Ettore è un ragazzo volenteroso, con buona capacità degli strumenti Power point ed Excel

What could this individual do to have a greater impact?

Comments by Stefano Tavoni
Ettore deve imparare col tempo a saper sfruttare le proprie capacità al meglio, migliorando sempre più in efficienza e efficacia nella realizzazione dei deliverable che gli sono richiesti