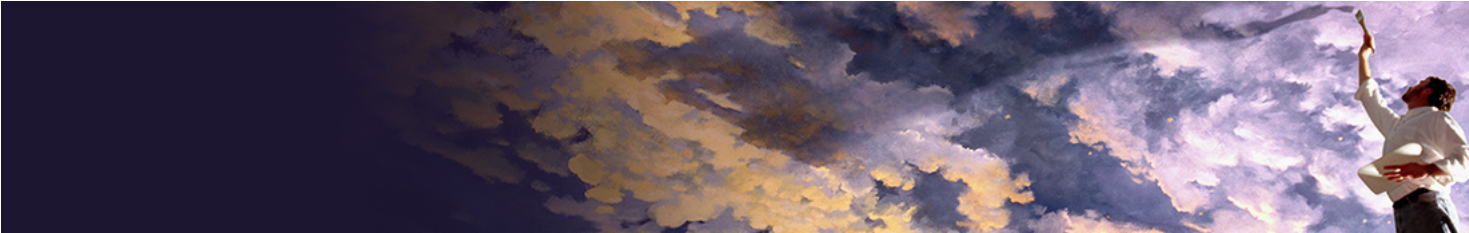# FY24 LEAD Feedback for Abhinav Raj

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)

Aavas Data Platform

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
Gold Standard

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
Gold Standard

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
Gold Standard

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
Almost Always

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
Gold Standard

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 Abhinav Raj
Ability to work well in a team.
Executed assigned tasks within the mentioned deadlines.
Demonstrated a state of responsibility to complete tasks with minimalized error margins and upmost quality according to business standards.
Profound skills on multiple technological stacks required as per on demand of the project (cloud services, programming languages, product understanding with its architecture and technologies involved. Ready with insights and applied knowledge on how to use the new technology provisioned for the business).
Coming up with different methodologies and ideas on how to integrate multiple tech stacks and provide a proper flow and smooth running of the product on technical grounds.

What could this individual do to have a greater impact?