

The "Before" (Input PDF):

Employee: Martha Barnes **Review:** "Martha is **very pleasant to work with** and a **supportive team player**. She is always **helpful** to colleagues and shows **empathy**. While she is a **nurturing** presence, she could be more **assertive** in client meetings. Needs to speak up more to show leadership."

- **Bias Detected:** High Communal (pleasant, supportive, helpful, nurturing). Code for "nice but not a leader."

The "After" (Agent Output):

Employee: Martha Barnes **Review:** "Martha is an **effective collaborator** who **contributes significantly to team objectives**. She provides **technical guidance** to colleagues and demonstrates **strong situational awareness**. She has an **opportunity to lead high-visibility projects** in client meetings. Encouraged to **drive strategic initiatives** to demonstrate technical leadership."

- **Result:** The rating (3/5) stays the same, but the *bias* is removed. "Nurturing" becomes "Technical Guidance." "Pleasant" becomes "Effective Collaborator."