

## Feedback for professional behaviors

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To: Abduaziz S Al Humidi

Reply Reply All Forward

Fri 4/28/2023 5:08 PM

Dear Abdulaziz,

It is great news to hear from you again, and I am happy for you that you are pursuing your learning and development activities. Regarding my feedback to the five behaviors that you mentioned to me, it is as follows:

**Ethical Practice:**  
As far as I am concerned, you were an honest and courageous person and I have not noticed any illegal or unethical behavior from your side. On the contrary, you were almost always up there for helping people when you can, which is an outstanding ethical value you had always espoused.

In case of any issue at work, you have been bold enough to admit what you had done wrong and try to rectify the problem. Ethically speaking, it is a trait that does not exist in most people.

However, when it comes to other's behaviors in relation to illegal or unethical behaviors, you seem too kind with those people so that it can be deemed that you are contributing to the unethical act. It is Ok to whistleblower or at least speak up your concerns and advise them not to do that kind of action.

**Professional Courage Influence:**  
As mentioned, professional courage is an area for development you need to work on in the future when it comes to others' behaviors. As for professional courage in terms of your own work, it is an advantage in your behavior.

**Valuing People:**  
This behavior is a double-edged weapon for you. You were valuing every single person in the company ranging from the newest employee till the managing tier. You used to deal with them with the necessary respect, and really, all of us recognize your approach of dealing with others and showing respect to everybody. You used to satisfy the needs of everybody and make them happy no matter what, and this is an area of development.

Making all people happy and satisfied is an unreachable goal; in this way you are compromising your time and effort, and it may affect your objectives and career aspirations. I am not saying, however, that you should not help others when you can. You need to learn the delegation skill and the skill of saying no when it affects you.

I suggest you learn about stakeholder analysis to prioritize different stakeholders needs and respond to them based on that analysis. Moreover, you can have a look at Covey's matrix which is a sound tool for time management and filtering through your actions what is urgent and what is not.

**Working Inclusively:**  
As mentioned, when you were working with us, you used to value everybody and help and work with everybody. So, I believe, in terms of this item and teamwork environment, you are doing great. Mind you, lately you were attempting to be in your own silo and not interacting with your colleagues as much as you used to do before. I understand that was due to the transition from an organization to another. I hope that was a temporary transition period and you'll be back as usual.

**Passion for Learning:**  
Nothing can be said in your passion for learning. You have always been the role model for your peers in terms of passion for learning. The data analysis course you attended lately, and proactively, helps us a lot to make sound and informed decisions based on data analysis you had performed. I advise you, however, to diversify your learning scope and activities. You can learn many things that can help you in relation to your role and do not focus heavily on data.

Wishing you the best of luck and keep up good work.  
Best regards,  
Islam.

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