

360 DEGREE FEEDBACK REPORT

Cindy Kathambi

Data Visualization Trainee Early Remote Internship

17th February 2026



360-Degree Evaluation Report

17th February 2026
sambicindy@gmail.com

Internship Start Date: 5th January 2026
Internship End Date: 05th February 2026
Internship Role: Data Analyst Intern

Dear Cindy Kathambi,

This report is a summary of your performance during your virtual internship, prepared using your self-reflection and feedback received from your manager and peers. It provides insights into key areas where you were evaluated, helping you assess your progress throughout the internship. We hope this feedback enables you to reflect on your experience, recognize your strengths, and identify areas for improvement.

Based on the 360-degree evaluation process, the average percentages you received are as follows:

Self-evaluation Percentage	100%
Peer Evaluation Percentage	88%
Manager Evaluation Percentage	76%
Overall Percentage	88%

Index for Performance Ratings:

This table outlines the rating scale used to evaluate performance, ranging from Poor Performance to Excellent Performance. Each star category represents a level of performance, helping to standardize evaluations across the feedback process.

INDEX

Rating	Star Category
★☆☆☆☆	Poor Performance
★★☆☆☆	Below Expectations
★★★☆☆	Satisfactory Performance
★★★★☆	Good Performance
★★★★★	Excellent Performance

Here is the feedback on some of the core areas that you were evaluated in:

Parameter	Rating	Feedback
Mutual Respect & creating Safe space	★★★★★	You set a high standard for mutual respect and inclusivity. You consistently create a welcoming and positive environment, inspiring others to do the same.
Ownership	★★★★☆	You consistently take charge and lead tasks to success. Your strong sense of responsibility and ability to drive projects forward are commendable. Keep enhancing your leadership skills to inspire your team further.
Communication and Relationship Building	★★★★☆	You communicate clearly and build strong working relationships. You share ideas well and collaborate effectively. Keep up the good work and continue to support your teammates.
Bringing your Brain to Work	★★★★★	You regularly provide unique and impactful ideas that drive the team's success. Your ability to think innovatively and solve problems sets a great example for others.
Time Management	★★★★★	You excel in time management, delivering top-quality work on time every time. You set a great example for others by sharing your effective time management techniques and mentoring your colleagues.
Quality of Work	★★★★★	You consistently produced flawless work with impeccable attention to detail. You demonstrated an exceptional level of accuracy and precision in all tasks.

Personal Development:

Based on your ratings, below is your personalized development plan. It is recommended that you discuss these inputs with your manager or coach and chart out your developmental journey.

- **Mutual Respect & Creating Safe Space:** Keep up your excellent work in showing respect and creating a safe space. Challenge yourself to refine your skills even further and seek new ways to sustain your high standards in every interaction.
- **Ownership:** Keep up the good work of taking ownership of your tasks and decisions. Aim to further enhance your accountability by consistently setting higher standards and following through.
- **Communication and Relationship Building:** Your communication skills are strong; continue to maintain this consistency. Keep refining your approach by fostering collaboration and ensuring clarity in all interactions.
- **Bringing your Brain to Work:** Great job in consistently being smart and showing innovative thinking in your work! Continue to set SMART goals to push yourself and explore new ways to keep contributing effectively to your team.
- **Time Management:** Great job managing your time efficiently! Keep doing what works for you and explore any new tools or techniques that can further enhance your time management skills.
- **Quality of Work:** Excellent work! Your accuracy and attention to detail set a high standard. Continue pushing yourself to sustain this quality and help others improve their standards.

By focusing on these areas, you can continue to grow and excel in your role. This internship evaluation report is an objective assessment based on established rubrics, providing scores and feedback to evaluate the intern's professional development during the internship period. The scores and feedback aim to offer constructive insights into the intern's performance. It is not intended to inflict personal harm, but rather to encourage growth and improvement. Please note that Excelerate does not assume liability for decisions or actions taken based on this evaluation. Before relying on this report, it is advised to contact us for clarification or additional information at talent.discovery@4excelerate.org.