



Upward feedback report

Prakhar Mody

Feedback recipient report

Congratulations! You've embraced the opportunity to gain authentic and anonymous feedback from the people you work with every day and have met the threshold (4) to receive an upward feedback report.

Upward feedback empowers you, as one of our leaders, to amplify your leadership skills while simultaneously improving the experiences of those that you work with and lead, as we shape the future with confidence, together.

As you review your report, be open to the insights you've received from your colleagues via both solicited and unsolicited feedback. You are encouraged to review your feedback holistically rather than focusing on one or two results or comments. Look for key themes and patterns in the feedback to determine what you are doing well and how you could have more impact in other areas.

How to read your report

The upward feedback report shows feedback responses to 21 questions:

- 17 on specific leadership behaviors
- 2 general leadership correlation questions, and
- 2 open-text questions for identifying strengths and development opportunities.

The **summary snapshot** chart shows the amount of feedback you received and the number of feedback requests you sent. You may have received both solicited and unsolicited feedback.

The **summary of results by leadership behaviors** chart shows your results across all leadership behaviors and general leadership questions.

Next there are charts for **each leadership behavior**, and a chart for the general leadership questions These also show scores for solicited feedback, unsolicited feedback, and feedback overall.

The scores are derived from the feedback responses you received. The Likert scale responses were converted to numeric values, ranging from "Strongly disagree" (1) to "Strongly agree" (5) with "Not observed" being neutral and having no impact.

- Solicited feedback = orange
- Unsolicited feedback = green
- Overall feedback = pink (lines/dots). Where there was only one question for a leadership behavior you will only see a single dot and no line.

If you have received both solicited and unsolicited feedback, the y-axis of the charts will display values greater than 5. Please ignore the data range indicated on the y-axis, as your scores will not go beyond 5.

Responses to the free text questions are at the end of the report. Again, the responses are split by solicited and unsolicited feedback.

Treat your lowest scores as development opportunities and use the resources in the next section to create a plan for enhancing your leadership skills.

This report is to help you. Upward feedback is for developmental purposes only and will not affect your year-end category. However, combined with LEAD feedback, it provides a comprehensive view of your leadership impact, offering firsthand insights from those you influence.

How to make the most of the insights from your upward feedback

Consider which of the leadership behaviors you want to develop, to maximize your impact with your team, colleagues and clients.

1) Discuss your report, and your reactions with your counselor/LEAD reviewer

- What you are doing well
- Where you can do things differently
- Opportunities for career agility, such as
 - Your most important growth goal(s)
 - Experiences that will enable growth
 - Learning to help you develop your leadership behaviors or skills

2) All conversations with your counselor/LEAD reviewer, including the Career, Feedback and Expectation conversations are great opportunities to discuss progress and further reflections.

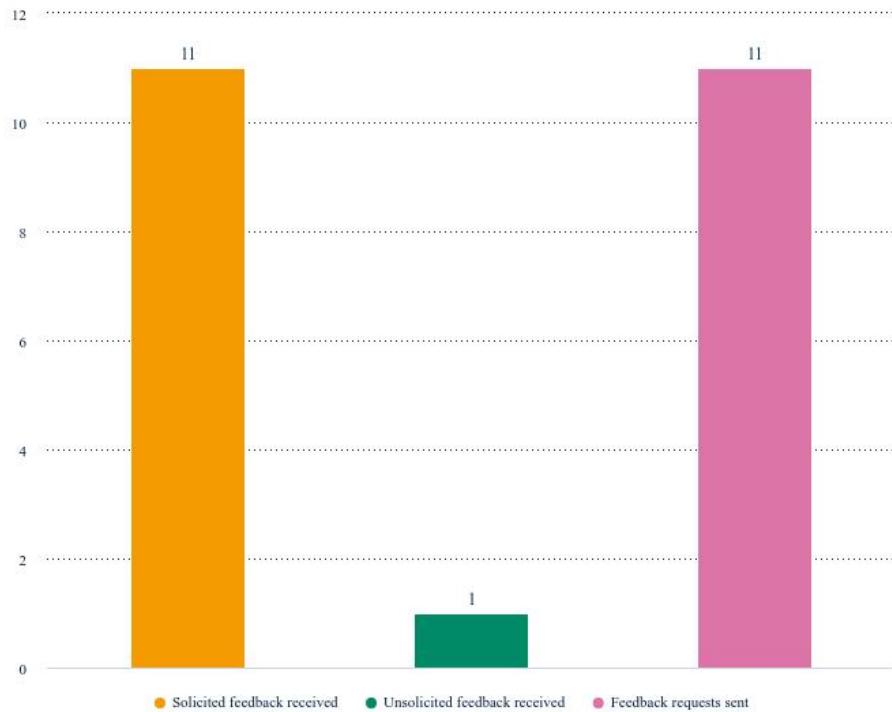
3) Consider how Thrive Time can help you fulfill your potential and what learning is available to support your aims and objectives.

Leverage the breadth of what is available as you plan what you want to do differently.

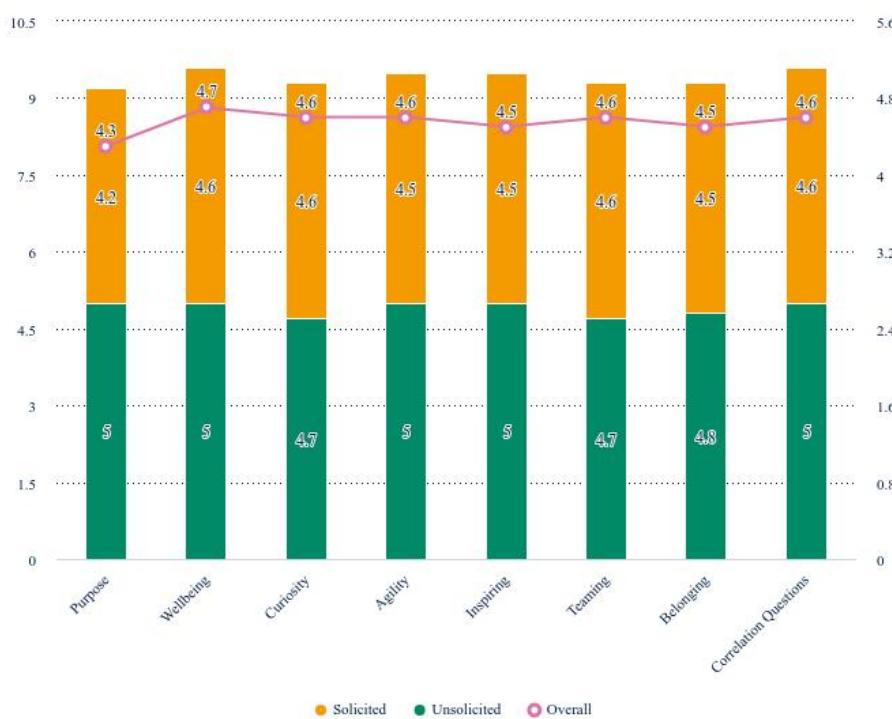
Resources include:

- [Leadership development | Upward feedback](#)
- [Upward feedback intranet](#)
- [My SuccessFactors Learning](#)
- [EY Badges](#)
- [Global Diversity, Equity and Inclusiveness](#)
- [My Career Hub](#)

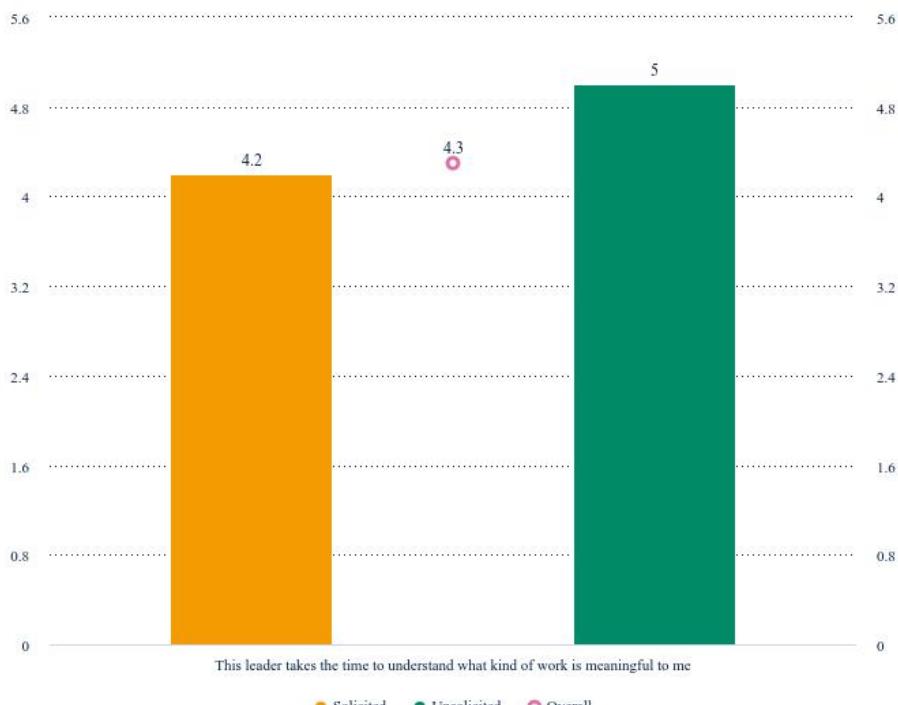
Upward feedback summary snapshot



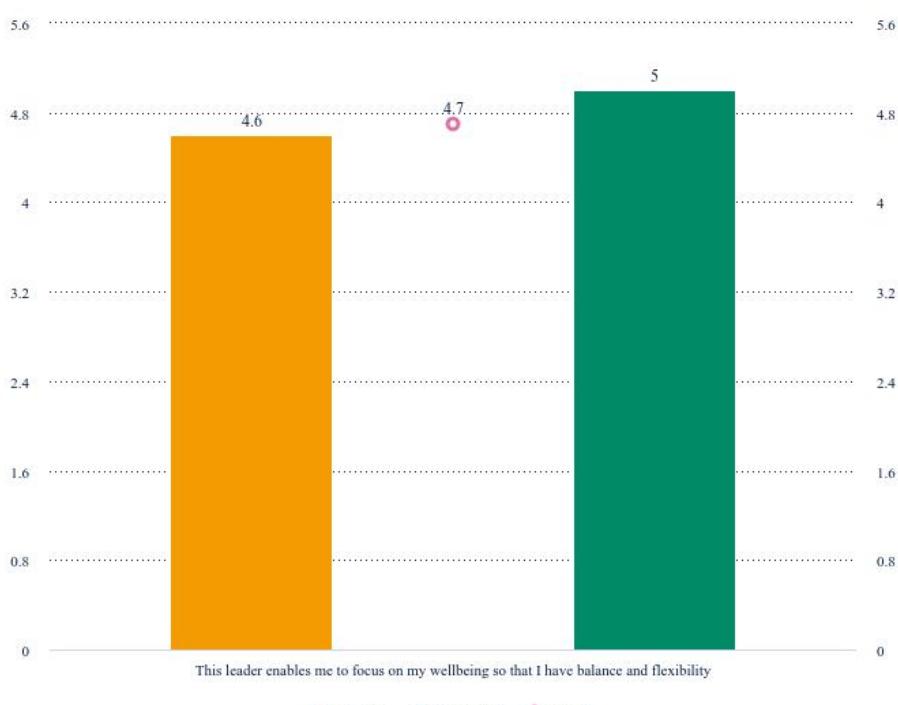
Summary of results by leadership behaviour



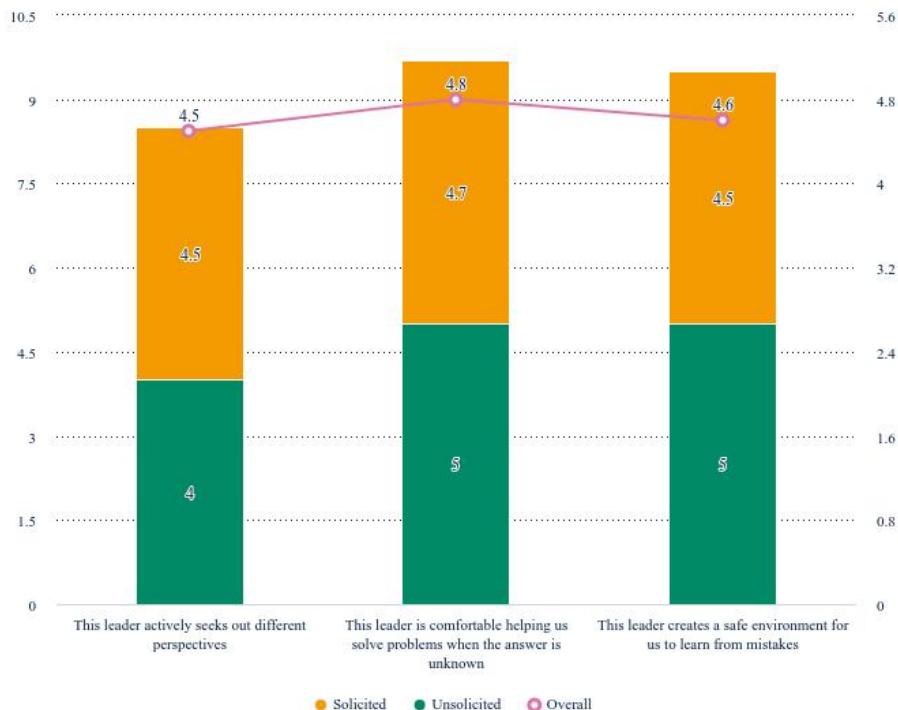
Purpose



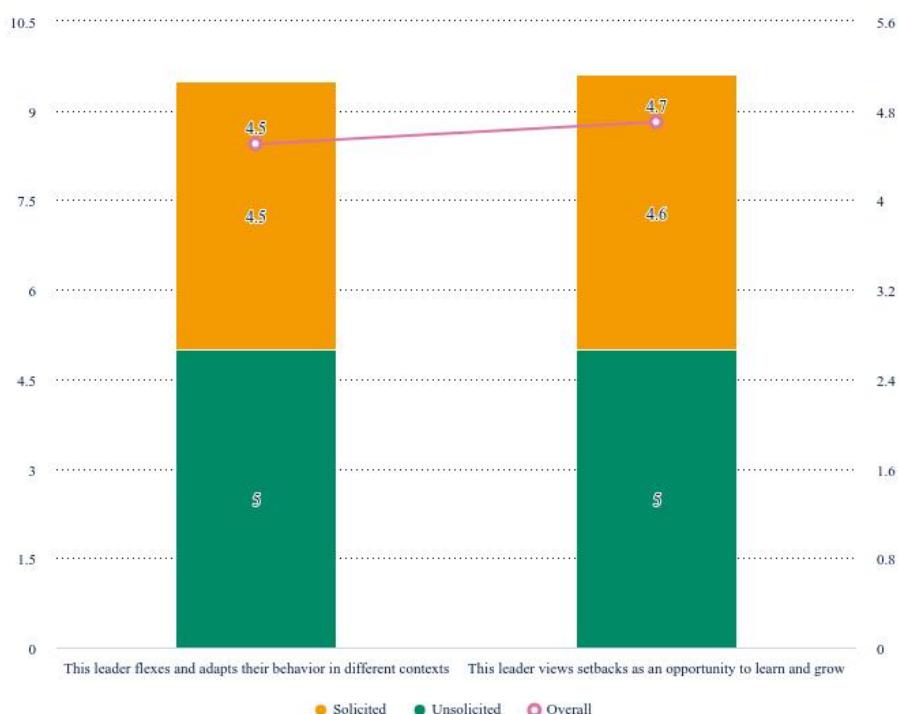
Wellbeing



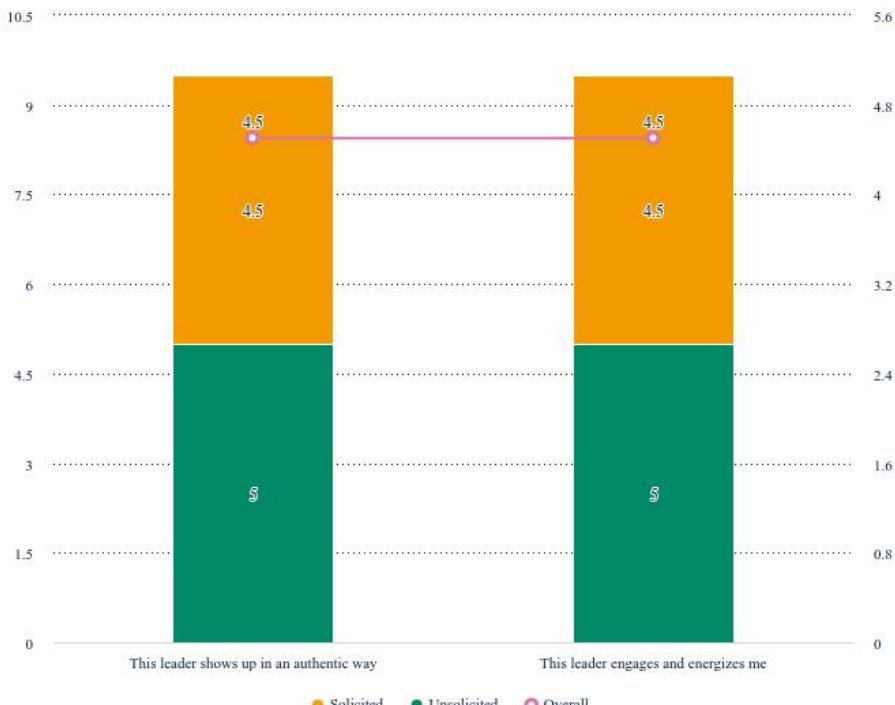
Curiosity



Agility



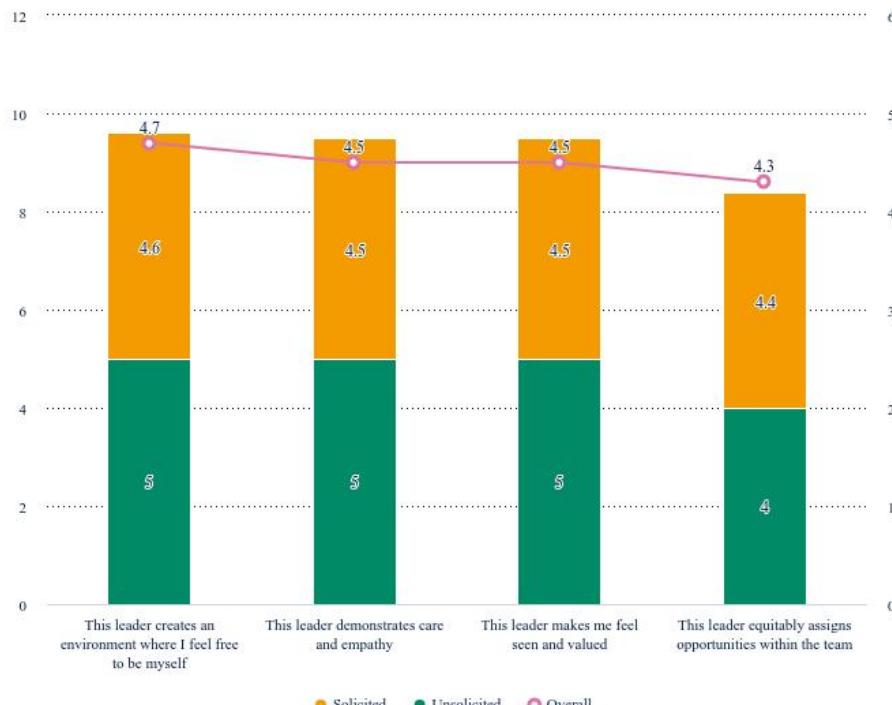
Inspiring



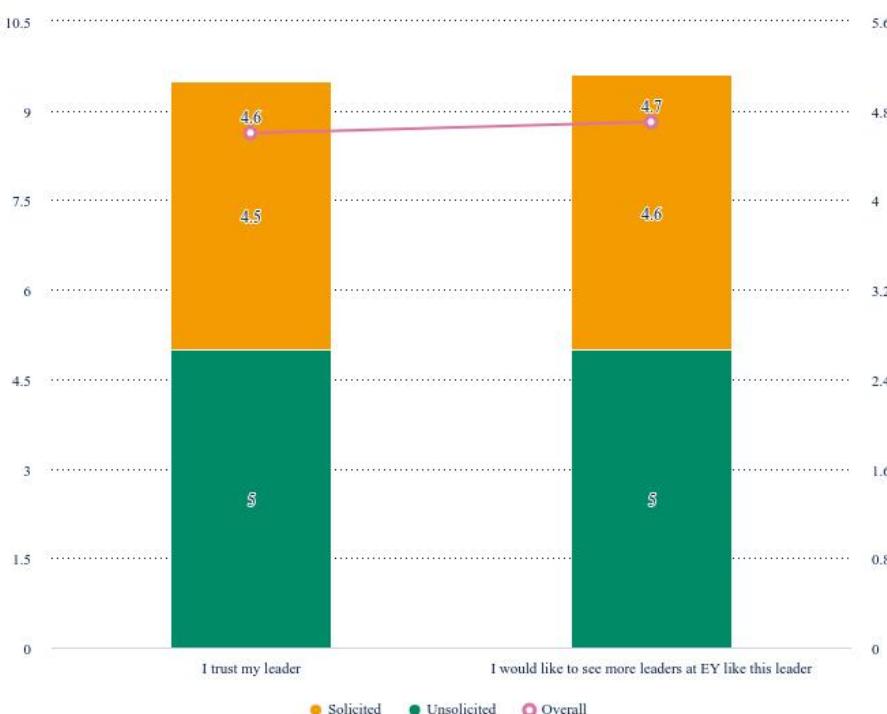
Teaming



Belonging



Leadership correlation questions



Solicited - What would you like to see this leader to keep doing?

Prakhar ensures people's opinion are heard and he does not mind changing gears to meet expectations, both client's and team's, better.

Continue as same as is

I really like Prakhar the way he understands what work would be more useful for me and how I can expand my knowledge during my time at EY. He is very considerate regarding quality of work.

NA

Prakhar has always shown great level of expertise in both technical and management side of engagement. I would like to keep encouraging other like he has been doing to learn both the skills.

I want Prakhar to continue mentoring and guiding me in the same way he does now.

I appreciate Prakhar for motivating and helping me wherever possible, he is always approachable and understands the issues clearly, He always tries to give better solutions and ideas to complex tasks.

I would like to see this leader continue connecting with the team regularly, ideally at least twice a month. These regular interactions help ensure alignment, foster collaboration, and enhance team engagement.

This leader could focus on better managing their time by identifying key priorities and focusing on high-impact tasks. Sometimes, this leader may get caught up in less critical tasks, which can lead to inefficiency.

You consistently foster a supportive and collaborative work environment, communicate clearly, and lead with integrity. Your recognition of team efforts and encouragement of growth motivate us to perform at our best. Please continue prioritizing these qualities as they make a big difference.

'- Keep doing the work that the leader was always doing that so it will be creating more and more opportunities for people working with the leader.

- Trying to push people bit out of their boundaries of comfort while learning new things, like giving them some pieces to work with.

Unsolicited - What would you like to see this leader to keep doing?

Prakhar has a strong personality and should continue using that to stand out. I have seen him act as a person whom people can easily reach out to, which is a much-appreciated quality for a leader.

Prakhar should continue leveraging his managerial skills to implement more projects and solutions. He should also continue establishing trust with the juniors which would help him become a more well-rounded leader that understands his team both officially and unofficially.

Solicited - What one thing would you recommend this leader do differently to be more effective?

I would like to see him take the team on business/ client calls much more to ensure the team grows as a unit together.

None

Involvement of team in cross team collaboration for expanding knowledge of peers.

NA

Prakhar can have one-on-one sessions with his team members on a periodic basis to be more effective.

NA

Though I believe Prakhar is having very good leadership skills, but it might be helpful if he will provide more regular feedback

To be more effective, this leader could focus on actively listening to team members' ideas, concerns, and feedback. This creates a more open environment where employees feel heard and valued.

NA

'- Teaching people how to give a demo on a specific thing. Not from a technical standpoint but from a business standpoint, Doing so will help the person to be less afraid of demos going forward.

What one thing would you recommend this leader do differently to be more effective?

Prakhar works on resourcing for different projects, and it might be more fruitful if he reaches out to individuals who maybe haven't proven themselves yet but could surprise everyone given the opportunity to try new things.
