Excelerate

360 DEGREE
FEEDBACK REPORT

Farhan Pagarkar

Data Visualization Trainee Virtual Internship

20th March 2025



360-Degree Evaluation Report

20th March 2025
farhanpagarkar0917@gmail.com

Internship Start Date: 3rd February 2025
Internship End Date: 3rd March 2025
Internship Role: Data Visualization Trainee Intern

Dear Farhan Pagarkar,

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	93%
Peer Evaluation Percentage	93%
Manager Evaluation Percentage	88%
Overall Percentage	**91%**

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 always take full ownership of your tasks and lead effectively. You manage your responsibilities excellently and support your teammates, making you a reliable and influential leader.
Communication and Relationship Building	★★★★★	You excel at communicating and building strong team connections. You help create a positive and supportive environment and set a great example for others to follow.
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 handle your time excellently and consistently meet deadlines with high-quality work. Keep refining your strategies and applying them to new tasks to maintain your strong performance.
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**: Maintain your excellent level of ownership and continue to take full responsibility for your actions. Set new challenges to push yourself further and inspire others by demonstrating consistent accountability.
- **Communication and Relationship Building**: Excellent work in communication and relationship-building! Keep up this consistency by continuing to inspire others and focusing on maintaining trust and openness.
- **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**: You demonstrate good time management skills; keep maintaining this consistency. Continue using your effective planning methods and refine them by adding short breaks to boost your focus and productivity.
- **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.