

## Veritas360 Final Report

Employee: Elena Cruz

Title: Process Excellence Manager

Department: Operations

Submitted: Mar 10, 2026

Final review date: Pending

AI weighted score: 4.80

Consensus weighted score: 4.80

Evidence strength: Medium

Growth trajectory: Improving

Internal calibration score: 5

Approved final rating: Excellent

Manager final score: 4.80

Manager decision: Approve AI Recommendation

### Dimension scores:

- Goal & KPI Delivery: AI 5/5 | Manager 5/5
- Behaviors & Values: AI 4/5 | Manager 4/5
- Collaboration & Stakeholder Value: AI 5/5 | Manager 5/5
- Learning Agility & Development: AI 5/5 | Manager 5/5
- Leadership & Initiative: AI 5/5 | Manager 5/5

### Top strengths:

- Strong evidence of delivery and KPI progress is present in the record.
- Behavior and values are evidenced through repeatable ownership, judgment, and dependability.
- Collaboration and stakeholder value are visible through cross-functional outcomes and trust signals.

### Development recommendations:

- Human Judgment needs clearer evidence of decision quality, leadership scope, and problem-solving judgment.
- AI Leverage needs stronger proof of AI tool use, prompting quality, and validation of outputs.
- Outcome Impact needs clearer KPI movement, delivery proof, or innovation tied to business results.

### Manager override reasons:

- None