Veritas360 Final Report

Employee: Mateo Silva
Title: Commercial Finance Partner
Department: Finance
Submitted: Mar 10, 2026
Final review date: Pending

AI weighted score: 3.25
Consensus weighted score: 2.75
Evidence strength: Low
Growth trajectory: Needs Attention
Internal calibration score: 3
Approved final rating: Good
Manager final score: 2.50
Manager decision: Approve with Adjustments

Dimension scores:
- Goal & KPI Delivery: AI 3/5 | Manager 2/5
- Behaviors & Values: AI 4/5 | Manager 2/5
- Collaboration & Stakeholder Value: AI 2/5 | Manager 2/5
- Learning Agility & Development: AI 5/5 | Manager 5/5
- Leadership & Initiative: AI 3/5 | Manager 3/5

Top strengths:
- Behavior and values are evidenced through repeatable ownership, judgment, and dependability.
- Learning agility is visible through adaptation, feedback uptake, and stronger subsequent execution.

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

Manager override reasons:
- There was some reliable delivery even though the self-assessment did not capture it well.
- Peers rate Mateo as dependable, which is only partially visible in the written response.