

Veritas360 Final Report

Employee: Noah Patel

Title: Program Operations Lead

Department: Operations

Submitted: Mar 10, 2026

Final review date: Pending

AI weighted score: 4.80

Consensus weighted score: 4.53

Evidence strength: Medium

Growth trajectory: Improving

Internal calibration score: 5

Approved final rating: Excellent

Manager final score: 4.40

Manager decision: Approve with Adjustments

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 3/5

Top strengths:

- Human Judgment is strong, with credible signals in decision quality, leadership, and problem solving.
- Strong evidence of delivery and KPI progress is present in the record.
- Behavior and values are evidenced through repeatable ownership, judgment, and dependability.

Development recommendations:

- 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.
- Sustain the current evidence quality by documenting repeatable impact across the next cycle.

Manager override reasons:

- Execution is solid, but I need stronger people leadership evidence before rating higher.