

360° Peer Evaluation Report

Satya Gupta

Chief of Corporate Affairs at Sterlite Technologies Ltd.

1. Overview: 134 responses received

About the 360° Peer Evaluation Report

This Report is a 360° profile of your personality, skills and impact at your workplace as seen by your colleagues and others in your network. It is a snapshot of your professional indicators. 360° reports are used by thousands of companies and millions of professionals around the world to get an objective, outside view of personal performance and progress. Others often tell you things more objectively than you can see for yourself. Use this report to see how you are seen professionally by others and to advance your career. *This report is private and only visible to you.*

We recommend at least 30 completed responses in order to get a statistically-valid picture of your professional standing.



Report generated on 03:37 AM, 03/07/2013

2. Your Dominant Work Personality Type

Realistic x45

Likes to get things done, practical, stable, results-oriented.

Secondary Personality Types

Enterprising: Competitive, persuasive, energetic, works well outside-the-box. x33

Social: Co-operative, team player, best in group environments, helping hand. x23

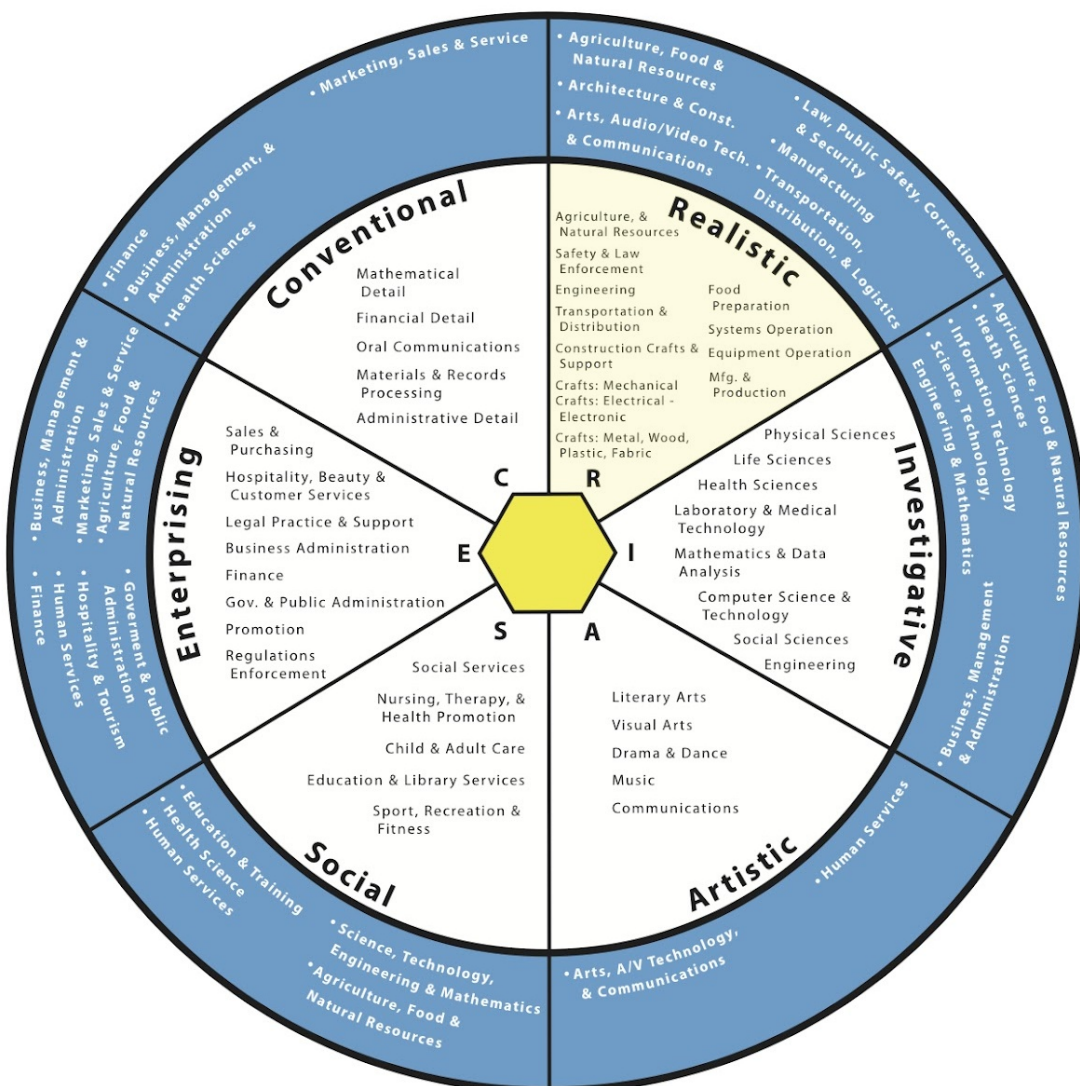
Investigative: Prefers strategy, thinking, organizing, analytical, curious. x19

Conventional: Precise, rule-oriented, orderly, works well in highly structured environments. x8

Artistic: Imaginative, artistic, disorderly, emotional, original. x6

Natural-Fit Roles

As 'Realistic', you are better-suited based on your personality type at the following roles:



What is this?

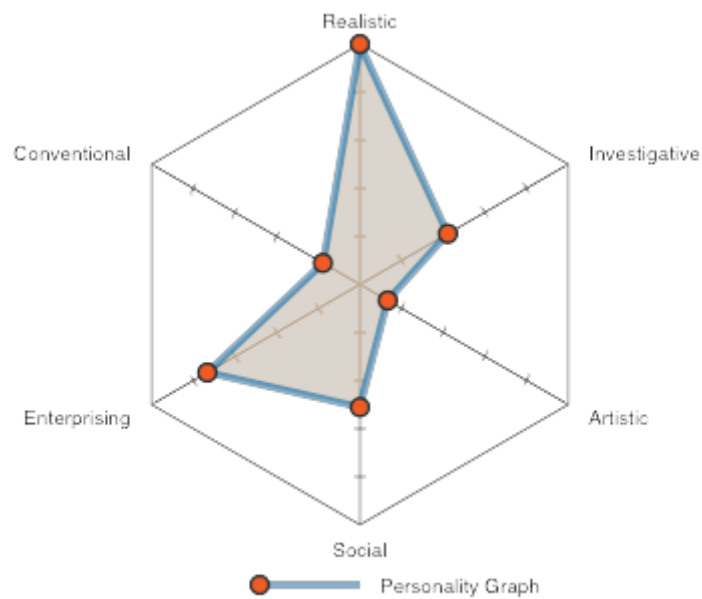
Holland Occupational Themes (RIASEC), developed by the late psychologist John L. Holland, refers to a theory of careers and vocational choice based upon personality types. Each letter or code stands for a particular "type": Realistic (Doers), Investigative (Thinkers), Artistic (Creators), Social (Helpers), Enterprising (Persuaders), and Conventional (Organizers). Holland's research shows that personalities seek out and flourish in career environments they fit in. Holland also wrote of his theory that "the choice of a vocation is an expression of personality". This helps you determine what personality others see you as, and what sort of professions or roles you may be naturally good at based on your type.

Scale:

There are 6 personality types under Holland Occupational Themes (RIASEC). There is no "good" or "bad", or right or wrong answer. Every type is naturally better at certain roles than others. This does not mean you cannot succeed at other roles. It shows areas where you have a natural advantage.

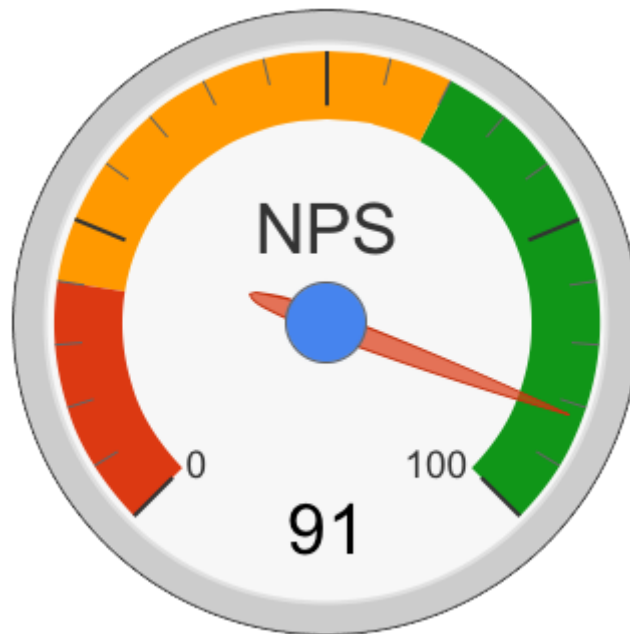
- **Realistic:** Likes to get things done, practical, stable, results-oriented.
- **Investigative:** Prefers strategy, thinking, organizing, analytical, curious.
- **Artistic:** Imaginative, artistic, disorderly, emotional, original.
- **Social:** Co-operative, team player, best in group environments, helping hand.
- **Enterprising:** Competitive, persuasive, energetic, works well outside-the-box.
- **Conventional:** Precise, rule-oriented, orderly, works well in highly structured environments.

3. Personality Matches



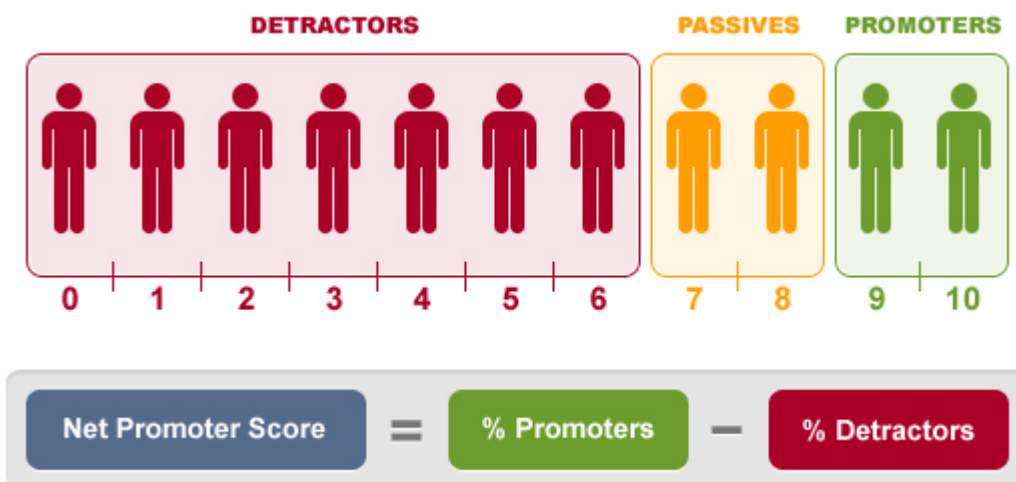
Personality Type	Compatible Work Environments	Least Compatible Work Environments
Realistic	Investigative Conventional	Social
Investigative	Realistic Artistic	Enterprising
Artistic	Investigative Social	Conventional
Social	Artistic Enterprising	Realistic
Enterprising	Social Conventional	Investigative
Conventional	Enterprising Realistic	Artistic

4. Your Net Promoter Score %



What is this?

Net Promoter Score is a research tool that can be used to gauge how likely people are to recommend you to their colleagues and friends. It was introduced by Reichheld in the 2003 Harvard Business Review. 1% = lowest, 100% = highest. It is used as an indicator for word-of-mouth marketing, repeat business and organic growth at a corporate level. At a personal level, it is used as an indicator for career advancement prospects. The higher your number, the more likely others are to help you advance your career by speaking of you positively, recommending you to their friends and otherwise being conducive to your growth.



Scale:

Red (0 to 50%): BAD.

Others are not likely to help advance your career. You are viewed mostly negatively by your network. You should attempt to connect better with others, foster deeper relationships and be positive. Treat them as you would like to be treated yourself. Being more visible or prominent at the workplace will also help.

Yellow (51% to 80%): OK

You are viewed as average by your network. Some people may help advance your career, while others will not. This is where 60% of the population falls. You should focus on identifying those individuals within your network that think very highly of you and forging deeper ties with them. Work more closely with those that think highly of you. Continue to be more useful to others, and more prominent at work. Ensure your efforts are noticed.

Green (81% to 100%): GREAT

You are viewed very positively by most of your network. Most people see you so favorably that they will help advance your career with glowing recommendations, introductions and connections. They speak of you well even when you are not there. Companies that achieve this score get new customers simply through word-of-mouth buzz. You will similarly get job offers, partnership requests or other new opportunities from your network from time to time. Keep doing what you are doing - your work network loves you and values you highly!

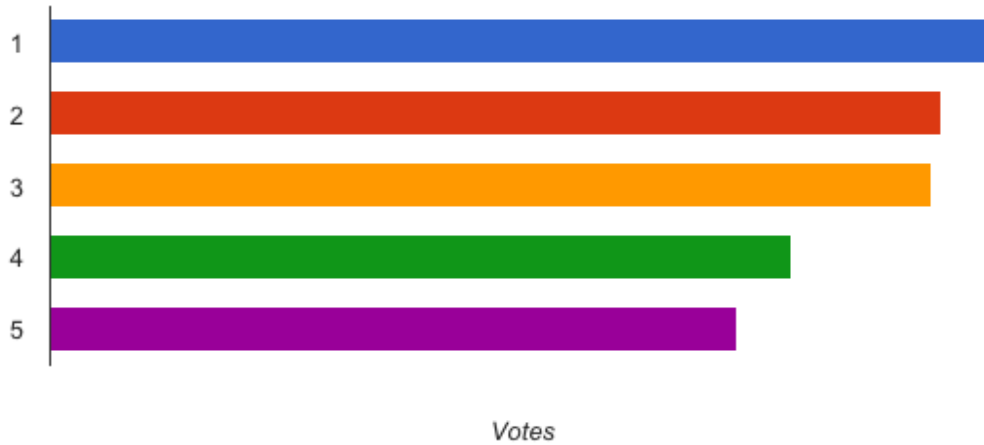
Who uses it?

NPS is used by thousands of companies including Apple, GE, Intuit, Charles Schwab and American Express. Companies use it to gauge customer satisfaction, as well as for employee feedback.

Accuracy

Net Promoter Score is one of the tools used in this report and contains a significant degree of error based on how many people have responded to your survey, as well as your profession. Some roles and professions are easier to rate than others. (eg. Sales exec vs. Fine Art). Take your NPS score in relation to all the other metrics on this report. NPS is also no more statistically significant or predictive than similar "How likely are you to..." questions, but is preferred due to its simplicity and widespread use.

5. Your Most Well-Known Traits



1. Builds trust & credibility (Voted 88 times)
2. Friendly, likeable (Voted 83 times)
3. Communicates very clearly (Voted 82 times)
4. Organized, scheduled (Voted 69 times)
5. Adapts to change quickly (Voted 64 times)

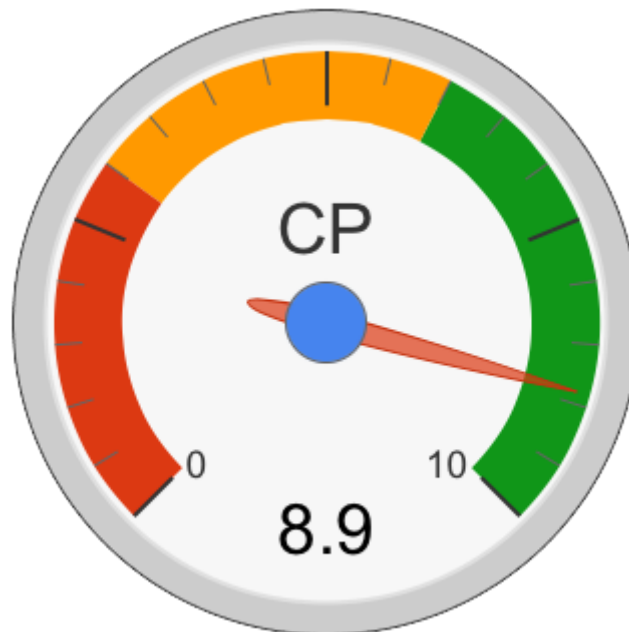
What is this?

These are your most-noticed characteristics by your professional network. These show your strengths. For career advancement and specialization, it is generally a good idea to take up roles and projects that play to your key strengths, also known as “swimming upstream”. This can also give you a more objective assessment of what you’re good at, since self-evaluations are usually highly biased.

Scale:

Respondents can pick from a large selection of traits, and can pick more than one. Traits that are reflective of your professional profile will get shown here.

6. How your network feels about your company's prospects



What is this?

This is a measure of how your network sees your company's growth and financial prospects in the next 12 months. It is an outsider's opinion of how your company is doing. This is how people in the industry and your network see the place you work at.

Scale:

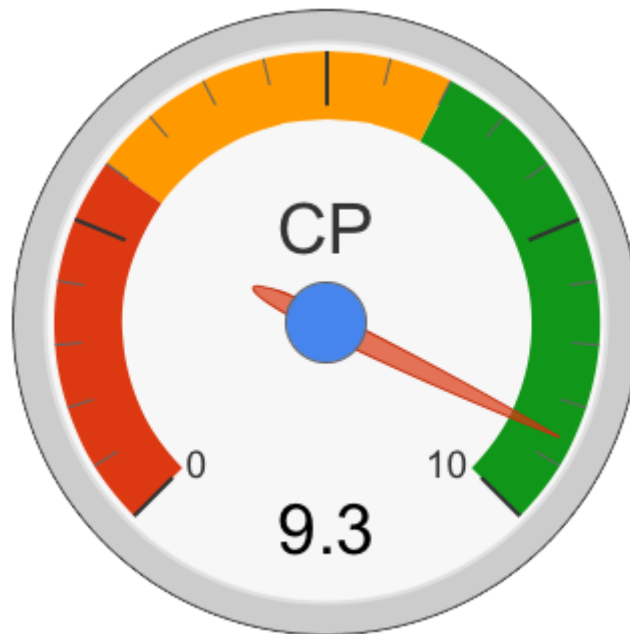
1=lowest 10=highest

Red (1 to 5): Bad. Expect the company to shrink or suffer significantly. Commercial losses. Layoffs. Re-structuring. Expect products to lose market share or fail. Possible bankruptcy, re-financing or shutdown down the road unless things change. The company requires significant outside help to improve or continue functioning. Might be time to start looking for another job.

Yellow (5.1 to 8): OK. Expect the company to grow modestly with limited successes. 70% of companies are in this zone. Company will continue to do well and win in some areas. Compares mostly favorably with competition. Modest hiring and expansion. Stable outlook. You can stay with this company for several years if you'd like.

Green (8.1 to 10): Great! Expect the company to grow fast, gain market share from competitors very quickly. Products are already doing superbly well. Winning key accounts. Great PR or well-recognized brand. Will out-perform the industry or market it is in. Your career will get a huge boost just by being at this company.

7. How your Network feels about Your Career prospects



What is this?

This is a measure of how your network sees your personal career prospects in the next 12 months. It is an outsider's opinion of how skilled, valuable and useful you are compared to others in your role or profession. This rating may be influenced somewhat by prospects for your company or industry at large.

Scale:

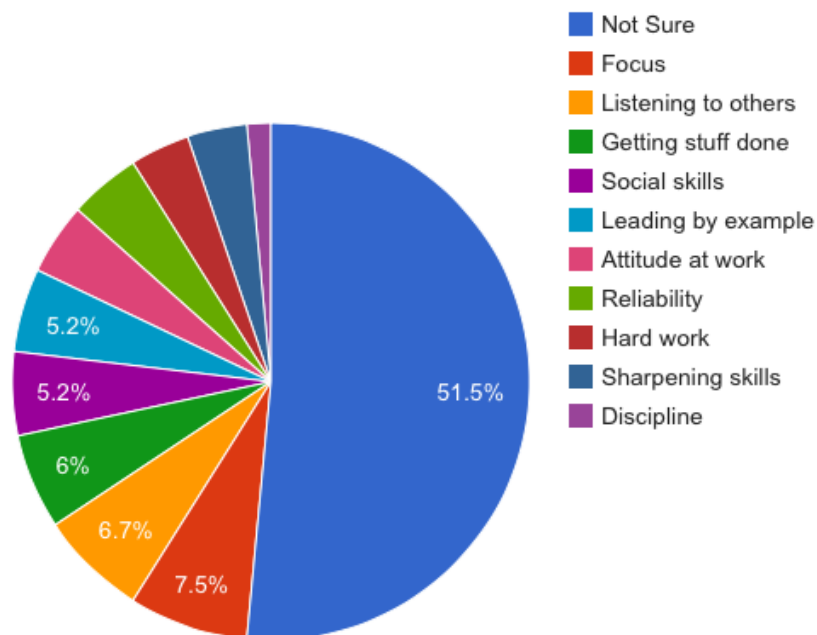
1=lowest 10=highest

Red (1 to 5): Bad. Your skills, usefulness and value are less than similar professionals in your field. Your network thinks that you are lagging behind others, and over time, these differences will grow larger and you will fall behind. Focus on the basics and try to figure out where you are lagging and why. It's never too late to start improving.

Yellow (5.1 to 8): OK. You are average or a little above-average compared to similar professionals in your field. Your network thinks you compare favorably to others and will enjoy modest successes in the next 12 months. Stable career advancement prospects. You are respected by your colleagues and valued for your contributions. Focus on your key strengths to continue improving.

Green (8.1 to 10): Great! You are well above-average compared to similar professionals in your field. Your colleagues think you will hit it out of the park and are a rockstar at what you do. You are very well-respected in your industry or profession, perhaps even holding celebrity-like status. Getting to the top is easier than staying at the top however, and you will need to keep working hard to stay where you are.

8. What can you most improve upon?



Written Responses

He has achieved Great Heights in what he has done. He Loves what he does. He delivers his 100% ensuring success in whatever he does. And above all he's a Great Person and loves helping others, i wish he continues the same for near dear ones...

Professional Acquaintance

With industry expertise, Satya has an ability to change in accordance with evolving needs. He's best suited for challenging work.

Professional Acquaintance

Helpful, Good policy maker, He is good at networking and Public relations. His planning helps all the stake holders. He is an asset to Company where he works and also Government of India. He is responsible for Indian economy in South Asian affairs. The only thing that Satya sir has to improve is continuous learning and help all the stake holders .

Professional Acquaintance

He is an asset to all stake holders. He is responsible for Indian economy growth in south asian affairs. All coworkers respect him a lot for problem solving. The only area to improve is the capacity of continuous learning and helping all stake holders.

Professional Acquaintance

Should be more assertive and demanding on the deliverables by partners and peers

Worked Together but at different companies

His technical and convincing power. He can improve on his English language and his accent of speaking and when addressing large groups

Worked Together but at different companies

His greatest strength appears to be perseverance and positive attitude. He may have to keep himself updated with latest technological developments.

Professional Acquaintance

Satya has a very good knowledge on the Telecom markets. I have taken his help many times to position our products and his response has been amazingly quick and realistic, All the best Satya.

Worked Together but at different companies

Satya is focused, disciplined and dedicated . He could however probably be much more 'forward thinking', 'persuasively compelling' and 'visionary' in his overall 'technological outlook', specifically and 'world view', generically..

Professional Acquaintance

Satya is a prominent personality in the field of telecommunication & Electronics, in India. His past experience in Railways & TRAI developed him as a renowned technocrat. His interest in continuous learning has established him as a renowned personality.

Worked Together but at different companies

He is highly committed ,hard working, and highly knowledgeable person. He is a very competent professional with extraordinary intelligence, has a global mind set and always tries to help others . Good luck to him

Co-Workers

Mr. Satya is passionate, full of energy, organized, social and is able to multi-task. He possesses excellent writing skills and always stays on top of the current trends and topics. He finds a way to integrate his work with his passions and makes a difference. He is always meticulously prepared and professional in his work. He approaches the given task with great initiative and with a very positive attitude. His interpersonal and communication skills are excellent. He also has exceptional analytical skills that allow him to diagnose problems and devise viable solutions, not to mention he works well under pressure. His reliability, level of expertise, and commitment would be an incredible asset to any project or position. Anyone would be lucky to work with him.

Worked Together but at different companies

Strength: knows what he is saying Improve on: draw upon others' experiences

Professional Acquaintance

Satya is amazing at appreciating technology and regulatory scenario in the country very well. He has the ability to prognosticate accurately the impact of technology and regulatory environment on telecom business. Reasons of carriers not willing to invest in non remunerative areas are very well appreciated by him and he can also propose remedies. He is a master of NGN and can conduct any level of training in this field with ease and conviction.

Professional Acquaintance

Excellent knowledge on broader telecom domain and also communicating those in a very simple manner for others to understand. This is my experience after attending the IEEE training on NGN for about 8h at Bangalore.

Professional Acquaintance

Satya's strengths are that he is diligent and determined about whatever he does. Not sure about the improvement areas

Professional Acquaintance

He is technically very sound and works hard. He listens to every one and accommodates there views if found useful.

Professional Acquaintance

He's extremely co-operative. Can improve upon delegation of work

Co-Workers

Satya is very detail oriented and practical man, he just need to be more social... I wish him all the very best for his future neeraj

Co-Workers

I don't know about any area that Satya can improve on as whenever I have had the opportunity to work with him he has always emerged as the dynamic leader that he is and nothing stops him from achieving the desired goals.

Professional Acquaintance

Satya is very likeable person and pleasure to talk and work. Anil Khosla

Professional Acquaintance

I believe Satya is a repository of knowledge base on regulatory stuff, he has been a thought leader and personally, I have learnt a lot from him.

Professional Acquaintance

He is a smart, enthusiastic thinker with substantial analytical skills. Enterprising and committed he gets things done in a timely fashion, while being a good example to his colleagues. I strongly recommend him.

Professional Acquaintance

He is having deep knowledge in Telecom and considered as pillar for telecom industry. He has published books and many paper on telecom .He is natural leader and set example for others.

Professional Acquaintance

Satya, wherever he works, will be a great asset for the organization.

Professional Acquaintance

Very smart, knowledgeable, insightful. Well respected by international experts who know him.
Can't rate his company.

Professional Acquaintance

I have worked with Satya on several telecoms events and always found him to be very helpful and honest. He is reliable and will do what he promises, follows through on everything. A pleasant person who is enjoyable to work with.

Professional Acquaintance

can adopt to different work environment effectively.

Worked Together but at different companies

Always very positive, Innovative, intelligent , cooperative and hardworking.

Professional Acquaintance

Very friendly and capable telecom professional

Professional Acquaintance

He is an excellent Communicator and team player.

Professional Acquaintance

Mr Satya Gupta is one of the most knowledgeable Telecom professional in the country. He puts across complex issues in a simple manner and it is his this ability which sets him apart from others. He is immensely knowledgeable and his predictions on the emerging scenarios in telecom/it industry are accurate and can be followed blindly. One thing ,he should look forward to some more time for himself and his dear ones.

Professional Acquaintance

A very-well informed individual who has no qualms telling a spade from a spade and sharing his years of widespread industry experience.

Professional Acquaintance

Mr Satya is very hard working.He goes into details of the requirement and gives comprehensive, economical, practical and efficient solution to every issue.

Co-Workers

Satya's strength is his understanding and knowledge of emerging telecommunication technology and the policy and regulatory regime needed for harnessing it for the overall benefit of the society. Satya can focus on how the emerging technology may be implemented to derive its full potential in an economic manner..

Professional Acquaintance

Very strong technical knowledge, always ready to share. Has created strong professional network. Reliable and trustworthy. Vast experience in different fields of telecom and at different positions. Can fit into any role.

Professional Acquaintance

I look up to Satya sir as senior from whom I can learn a lot. He is a stream of knowledge from whom you can learn each time you meet him. He is a subject matter expert.

Co-Workers

Interpersonal skills and humility. Donot know area of improvement

Professional Acquaintance

Satya is an industry veteran, extremely well ranked/ respected and rated by the India Telecom ecosystem. He is a good communicator and has a style that balances charisma with substance. In spite of his tall standing he balances he is very approachable, level headed.

Professional Acquaintance

Satya's greatest strength is his ability to articulate his ideas in a simple way and communicate at all levels with great clarity. And that is where, in my opinion, his area of improvement also lies. Satya tends to ramble on well after his communication has been received. In these days of quick & clear "bullet-type" or "SMS type" communications, he needs to go for brevity rather than verbose.

Professional Acquaintance

A very friendly and likeable person. Very versatile and having loads of experience at different organisations. Very visible in the industry.

Professional Acquaintance

He is a good team leader and has a good command over the team. He is highly energetic and has good experience of executing transmission projects.

Co-Workers

Satya is a highly proficient in his domain and a great team player. He could improve on his social skills

Co-Workers

Greatest Strength; Hard work. Area of improvement : Sharpening skills since there is no limit.

Professional Acquaintance

Satya is a friendly person, easy to work with. He is really knowledgeable and always willing to help you . A real good asset for any company.

Co-Workers

Mr. Satya is trying to revive the Telecom Industry once again with giving the unbiased input to government and always he define a new milestone for himself and next time tries to set new benchmark within his assigned responsibility.

Professional Acquaintance

I must say that I meet such high technologist, who is down to earth. It's a privilege to meet him. He has greatest technologist revolutionist and can drive India towards high tech nation.

Professional Acquaintance

The greatest strength of Satya is his in depth knowledge on policy, regulatory issues of whole gambit of Telecom, Internet & IT. Though he is very good in data/report analysis, enterprise solution besides many other things.

Co-Workers

Satya is a very talented person and I enjoyed working for him. I look forward to working with him some where in the future...

Co-Workers

Satya is a champion of Telecom Sector and a very experienced professions. He has a great organising skills and impresses with his knowledge depth.

Co-Workers

Satya is a kindred spirit and he is a very people's man.

Worked Together but at different companies

I am not sure if i really know such area where Satya needs to work upon as he already has all the qualities and his greatest strenght is his work.

Professional Acquaintance

His ability to communicate and convince both Government and Private Companies is credible.

Professional Acquaintance

Satya ji has been very energetic and have enjoyed working with him, I interacted with him when he was at IRCON. I enjoyed working with him and learned a lot. He is a true professional and role model .He was quick in taking decisions and implementing the plans.Whenever I met there is always something to learn from him.

Worked Together but at different companies

Very humble . A thought leader in his domain..

Professional Acquaintance

I have met Satya Sir,during our Annual Telcom Symposium in 2011, even it was our first interaction, he was very friendly and seemed very optimistic about the Future ahead..He infact told students that Impossible is always achievable...Just a mile more. I wish him All the Best in his Career & Life Ahead.

Professional Acquaintance

He is sharp and professional. He knows how to get what he wants.He believes in continuous knowledge improvements. He enhances his technical knowledge on regular basis and keep reading latest articles. He is a social man and maintains his relationship with who's who in the industry. He gives due to technological talk and keep thinking what will be good for national and international community. He keeps in touch with progressive ideas and technologies. He needs to improve upon his focus. He need to know what he has passed and where he has to go. He is not clear about where he wants to go and how can he be there. Even if he has potential to be one of the top technical professional in India and world, he is unable to get there because he lacks focus. Mainly this happens because he does not know how and what.

Professional Acquaintance

Satya persona evokes awe and inspiration. Nobody is perfect but I can not pin point any area where I think that he needs to improve upon

Professional Acquaintance

Very intelligent and knowledgeable. I do not think there is any area of his that needs improvement.

Co-Workers

Satyenji, is a very pleasing, sincere, Energetic, Open-minded person. He is always involved in things and always on his toes. One of the best person suited to do multi-tasking assignments. Despite having achieved so much in life, he is deep rooted

Professional Acquaintance

Sincere, committed, thorough professional, wide experience in telecom installation, regulation as regulator as regulatory head

Worked Together but at different companies

Most of the time he is seen with his professional friends. I am not sure if he gets to spend much time with family.

Professional Acquaintance

I have worked together closely with Satyen on developing business with a few organisations and i have found him to be very motivated , energetic and practical .

Co-Workers

What is this?

Nobody is perfect, not even Bill Gates or Steve Jobs. These are areas where your colleagues feel you can improve. By focusing on some of these areas, you can significantly improve your life at work and your relationships with your colleagues. This will help you become more well-rounded and balanced, and address any “rough edges” that hamper your ability to work with others.