

AI Leadership Insights Report

Jordan Lee · Engineering · 5 campaigns · 23 anonymous responses · FY25

EXECUTIVE SUMMARY

Jordan is a high-craft engineer the team quietly relies on — consistently the top-rated person on technical judgment and ownership, with an eNPS that nearly doubled over the year to +35 and zero detractors. The one durable gap is communication: it improved but remains the lowest dimension and the most uneven across reviewers. The through-line is a strong operator whose impact is slightly under-narrated — the fastest gains here come from making visible what Jordan already does well.

4.6_{/5}

Overall score

▲ +0.3 YoY

+35

eNPS

▲ +17 YoY

100%

Response rate

5/5 campaigns

0

Detractors

of 23 responses

TIMBRE PROFILE

"Steady, high-craft, quietly relied on"

The character that comes through the feedback is calm competence. Jordan earns trust through what they ship rather than how loudly they say it — reviewers describe judgment they "rely on" and follow-through that "just happens." The same restraint that makes the work dependable is what mutes the communication signal: the substance is there, the narration isn't yet.

Dependable

Technically sharp

Understated

Trusted mentor

KEY DRIVERS OF ENPS

Ownership & follow-through		+0.82	STRONG
Technical judgment		+0.74	STRONG
Mentorship & unblocking		+0.66	MODERATE
Clear communication		+0.58	MODERATE

Pearson correlation of each dimension with the recommend (eNPS) score, over respondents who answered both. Association, not causation.

HIGHLIGHTS

STRENGTH Exceptional technical judgment — and improving

Highest-rated dimension every quarter, rising from 4.4 to 4.6 with the median reaching 5. Reviewers repeatedly cite it as something they "genuinely rely on."

STRENGTH eNPS nearly doubled despite a Q3 dip

Started at +18, dipped to +19 during a Q3 reorg, then surged to +35 by Q4 — with zero detractors in any quarter.

WATCH Communication is the persistent soft spot

The lowest-scoring dimension every quarter. It improved from 3.8 to 4.0, but remains well below the technical ceiling and shows the widest spread across respondents.

STATISTICAL FINDINGS

Ownership is the strongest driver of eNPS (r = 0.82)

Across 23 anonymous responses, ratings of ownership & follow-through track more closely with the recommend score than any other dimension — the clearest lever for lifting overall sentiment.

Communication carries the most variance (σ = 1.1)

Scores range from 2 to 5 on communication, versus a tight 4–5 band on technical craft — a signal that the experience is uneven depending on who you ask.

Consistent upward trend on 3 of 4 dimensions

Technical, collaboration, and ownership all rose quarter-over-quarter; communication is the only dimension that has plateaued.

DIMENSION SCORES

DIMENSION	AVG	MEDIAN	YOY
Technical craft & judgment	4.6	5	▲ +0.2
Ownership & follow-through	4.5	5	▲ +0.3
Collaboration & teamwork	4.3	4	▲ +0.3
Mentorship & enablement	4.2	4	▬ ±0.0
Clear communication	4.0	4	▲ +0.2
eNPS (would recommend)	+35	—	▲ +17

RECOMMENDATIONS

1 Turn the communication plateau into a concrete habit

The data points to delivery, not intent — Jordan does the work but doesn't always narrate it. A standing weekly written update to stakeholders would close the widest perception gap in the report.

2 Make ownership visible as a team standard

Ownership is the top driver of how this team feels overall. Ask Jordan to run a short retro on how they scope and land projects, so the behavior propagates rather than staying individual.

3 Formalize the mentorship already happening

Multiple reviewers independently credit Jordan with unblocking them. Naming this as an explicit part of the role turns a quiet strength into a recognized, rewardable contribution.