

Feedback from Elie Hassenfeld 360° Review
Conducted by Scott Garrell

SUMMARY

Elie has been meeting with executive coach Scott Garrell once a month since February 2018. In late 2018 Garrell created and conducted an anonymous 360° review of Elie that surveyed six of Elie's direct reports from the senior staff.

Overall, the review of Elie's management and GiveWell's status were positive. No major areas of concern were raised. Several consistent areas for improvement were noted.

Elie and Scott have discussed and are working on a plan to address the following identified areas for improvement:

- Listening
- Delegation
- Inspirational Leadership

The detailed responses from staff are available in the following document (anonymous and with staff permission). [REDACTED]

We will be considering this model as part of our exploration of options for instituting feedback on GiveWell's managers organization-wide later in 2019.