

Subject: Feedback Regarding Technical Cultural Alignment - [Employee Name]

Dear [Employee Name],

As part of our ongoing commitment to maintaining a high-performing technical environment, I am writing to provide feedback regarding your current alignment with our department's core cultural values and operational standards.

While your technical contributions in [Specific Area/Project] are noted, we have identified several areas where your integration into our engineering culture requires adjustment:

- **Collaboration and Communication:** [Insert feedback regarding code reviews, documentation, or team interactions].
- **Problem-Solving Approach:** [Insert feedback regarding ownership, innovation, or technical debt management].
- **Agile and Process Adherence:** [Insert feedback regarding sprint participation, deadlines, or workflow protocols].

To help you better align with the team's expectations, we recommend the following steps:

1. [Action Item 1]
2. [Action Item 2]
3. [Action Item 3]

We value your expertise and believe that strengthening these cultural competencies will significantly increase your impact within the department. I would like to schedule a brief meeting on [Date] at [Time] to discuss this feedback in more detail and offer any support you may need.

Regards,

[Your Name]

[Your Title]

[Company Name]