



Barro, Prince Joedymar Jud

OutSystems Software Developer

Manager: Arjay Gallentes

Evaluated By: Arjay Gallentes

July 2025 Performance Review

Organization: Axos Business Center Team VII (Arjay Gallentes)

Location: ABC Manila Office

01/01/2025 - 06/30/2025

Overall

Manager Overall Evaluation

Calculated Rating: 3  
Rating: Meets Expectations (M)  
Comment:

Development Focus Areas

Current Strengths to Leverage

Technical Foundation - Solid OutSystems development skills with good quality delivery  
  
Learning Agility - Proactive exploration of new technologies like AI tools  
Collaboration - Good working relationships with QA and cross-functional partners  
Component Thinking - Natural inclination toward reusable, efficient solutions

Growth Opportunities (Next 6-12 Months)

Technical Depth - Expand OutSystems knowledge to handle more complex architectural challenges

Business Understanding - Build deeper knowledge of Clearing and Advisory Services.

Initiative Leadership - Take ownership of small technical initiatives beyond individual tasks  
Mentoring Readiness - Develop skills to guide newer team members as we grow

Immediate Focus (Next 3 Months)

- **AI Proficiency:** Continue OutSystems AI and Windsurf learning as planned, with goal of presenting POC by end of Q4
- **Technical Challenge:** Take on more complex PBIs that involve system integration or advanced OutSystems features
- **Knowledge Sharing:** Lead one technical discussion or demo session for the team
- **Cross-skilling:** Expand knowledge in related areas (QA, Data, DevOps, integration patterns, performance optimization)

## Medium Term (6-12 Months)

- **Strategic Contribution:** Participate in technical planning discussions and architectural decisions
- **Cross-skilling:** Expand knowledge in related areas (QA, Data, DevOps, integration patterns, performance optimization)
- **Leadership Preparation:** Shadow senior developers in technical leadership activities

Prince has completed a solid first 6 months with ABC Tech. He's met the expectations for a new OutSystems developer and shown areas of particular strength in technical quality and innovation exploration.

His self-evaluation reflects realistic self-assessment and professional maturity. Prince has established himself as a reliable contributor who can handle increasing responsibility as he gains experience.

### Key Evidence of Success:

- Low defect rates in delivered features
- Positive QA feedback on collaboration and handover quality
- Reusable components being adopted by other team members
- Proactive AI tool exploration with practical implementation

**Ready for Next Level:** Prince is positioned well to take on expanded responsibilities in his next review period, potentially moving toward senior contributor role with continued development focus.

## Employee Overall Evaluation

**Calculated Rating:** 3.23

**Rating:** Meets Expectations (M)

**Comment:** Throughout this review period, I have consistently demonstrated accountability, collaboration, and a commitment to quality. I delivered work on time with minimal defects, actively participated in cross-functional efforts, and explored AI tools to improve development efficiency. I also contributed to team initiatives and supported a culture of continuous improvement. I remain focused on aligning my efforts with team and organizational goals, and I look forward to continuing to grow and contribute in meaningful ways.

## Acknowledgement

### Manager

**Entered by:** Arjay Gallentes **Date:** 08/11/2025  
**Status:** Acknowledge Review  
**Comment:**

### Employee

**Entered by:** Prince Joedymar Jud Barro **Date:** 08/11/2025  
**Status:** Acknowledge Review  
**Comment:** Thank you for the feedback. I appreciate the recognition and will continue working on my growth and contributions to the team.

## Goals

### Accelerating Banking & Financial Services Mastery & AI Innovation

Position ABC Tech as center of excellence in Banking and Financial Services (BFS), and AI-powered innovation, enabling faster development, cost efficiency, and greater ownership of Axos strategic projects and initiatives.

Due Date: 06/30/2025      Status: In Progress      Completion Date:

Category: Strategic Initiative

Organization Alignment:

Minimum: 20.00%  
Target: 30.00%  
Maximum: 100.00%  
Actual: 0.00%

#### Manager Evaluation

Rating: **Meets Expectations (M)**

Comment: Prince took genuine initiative in exploring AI tools, which shows curiosity and alignment with our innovation objectives. His integration of Copilot into actual work demonstrates practical thinking rather than just theoretical interest.

#### Employee Evaluation

Rating: **Meets Expectations (M)**

Comment: I actively explored AI tools within the OutSystems ecosystem to identify opportunities for enhancing project workflows. I also integrated Microsoft Copilot into my daily development tasks, leveraging it to generate boilerplate code, suggest logic structures, and improve code efficiency. These efforts supported the broader goal of accelerating AI innovation and improving development productivity, aligning with our objective of increasing AI adoption and reducing manual effort

#### Additional Manager Evaluation

## Achieve Engineering Excellence

Achieve engineering excellence through faster, high-quality feature delivery, minimizing defects, reducing rework, and strengthening AI/automation-driven development

Due Date: 06/30/2025      Status: In Progress      Completion Date:

Category: Strategic Initiative

Organization Alignment:

Minimum: 20.00%  
Target: 30.00%  
Maximum: 100.00%  
Actual: 0.00%

#### Manager Evaluation

Rating: **Meets Expectations (M)**

Comment: **Prince's component development work has had measurable impact on team**

#### Employee Evaluation

Rating: **Exceeds Expectations (EE)**

Comment: I contributed to engineering excellence by developing reusable components in OutSystems to help reduce repetitive work and improve development efficiency. I maintained a strong focus on delivering PBIs with minimal defects, as reflected in QA

efficiency, and other developers are already using what he built. The low bug rates reflect attention to detail, and his code review participation shows he's thinking beyond just his own tasks.

feedback. I also participated in code reviews to support early issue detection and promote coding best practices. These efforts aligned with our goals of improving code quality, reducing rework, and supporting faster, more reliable feature delivery.

Additional Manager Evaluation

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Empowered & Accountable Teams

Build a culture of engagement, accountability, and collaboration, where every team member actively contributes to the success of ABC Strategy.

Due Date: 06/30/2025      Status: In Progress      Completion Date:

Category: Strategic Initiative

Organization Alignment:

Minimum: 50.00%  
Target: 80.00%  
Maximum: 100.00%  
Actual: 0.00%

Manager Evaluation

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Rating: Meets Expectations (M)

Comment:

Prince has integrated well into our collaborative culture. His QA walkthroughs are particularly effective - QA feedback shows they appreciate the context he provides. He's not yet driving major cross-team initiatives, but that's appropriate for his

Employee Evaluation

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Rating: Meets Expectations (M)

Comment:

I contributed to building a culture of collaboration and accountability by actively engaging in cross-functional efforts and promoting knowledge sharing. I collaborated with QA through feature walkthroughs to ensure smoother testing processes and participated in sprint demos to clearly communicate feature behavior and gather early feedback. These efforts helped improve team visibility, foster collaboration, and align with our goal of empowering teams to contribute meaningfully to ABC Strategy

experience level. His willingness to share knowledge and ask good questions contributes positively to team dynamics.

#### Additional Manager Evaluation

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#### Section Summary

#### Manager Evaluation

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Calculated Rating: 3  
Rating: Meets Expectations (M)

#### Employee Evaluation

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Calculated Rating: 3.33  
Rating: Meets Expectations (M)

### Competencies

#### Dependability

Consistently demonstrates the Five Pillars of Character: trustworthiness, respect, responsibility, fairness, and caring. Meets commitments, works independently, accepts accountability, handles change, sets personal standards, stays focused under pressure, and meets attendance/punctuality requirements. Genuinely emotionally invested in work and creates an uplifting environment for self and others.

#### Manager Evaluation

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Rating: Meets Expectations (M)  
Comment: Agree

#### Employee Evaluation

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Rating: Meets Expectations (M)  
Comment: I consistently demonstrated the Five Pillars of Character by maintaining a strong sense of accountability, reliability, and respect in all aspects of my work. I took initiative in exploring AI tools, collaborated effectively across teams, and contributed to a positive and supportive team environment. I remained focused under pressure, and delivered high-quality outputs. These actions reflect my commitment to personal excellence, adaptability, and uplifting those around me.

#### Additional Manager Evaluation

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#### Problem Solving/ Analysis

Makes decisions based on facts. Breaks down problems into smaller components, understands underlying issues, can simplify and process complex issues, and understands the difference between critical details and unimportant facts. Utilizes and builds upon the strengths of team members to optimize problem solving.

#### Manager Evaluation

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Rating: Meets Expectations (M)  
Comment: Agree

#### Employee Evaluation

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Rating: Meets Expectations (M)  
Comment: I consistently approached problem-solving by breaking down complex tasks into manageable components and focusing on critical details. I used available data and feedback to guide development decisions

and collaborated with team members to ensure solutions were well informed and aligned with project goals. I also leveraged the strengths of others, particularly during feature walkthroughs and code reviews, to optimize outcomes and maintain high standards.

#### Additional Manager Evaluation

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### Productivity

Manages a fair workload, volunteers for additional work, prioritizes tasks, develops clear and comprehensive work procedures, manages time well, and promotes the sharing of knowledge. Seeks new experiences that expand knowledge in one or more areas of work.

#### Manager Evaluation

**Rating:** Meets Expectations (M)

**Comment:** Agree

#### Employee Evaluation

**Rating:** Meets Expectations (M)

**Comment:** I effectively managed my workload by prioritizing tasks and maintaining consistent delivery of high-quality outputs. I supported team efficiency by developing reusable components, I also sought opportunities to expand my skills, particularly by exploring AI tools within the OutSystems ecosystem to enhance development workflows.

#### Additional Manager Evaluation

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### Results Focus

Delivers comprehensive work on-time, intelligently, and efficiently directs efforts. Takes responsibility for own actions and individual success or failure.

#### Manager Evaluation

**Rating:** Meets Expectations (M)

**Comment:** Prince delivers work on time and takes accountability for outcomes. When QA finds issues, he addresses them promptly without defensiveness. He tracks his own performance metrics (as evidenced in his self-evaluation) and shows commitment to improvement. His focus on stakeholder feedback demonstrates results-oriented thinking.

#### Employee Evaluation

**Rating:** Meets Expectations (M)

**Comment:** I consistently delivered work on time and ensured it met quality standards by using available tools and best practices. I took ownership of my tasks and remained accountable for outcomes, whether successful or requiring improvement. I directed my efforts efficiently to support team goals and maintain steady progress across deliverables.

#### Additional Manager Evaluation

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### Team Leadership

Knowledge of leadership practices and processes; ability to use strategies and skills to enlist others in setting, embracing and achieving objectives while having a long-term perspective of the future state of things and how to get there.

#### Manager Evaluation

**Rating:** N/A (Only use for Competency Rating)

**Comment:** While Prince isn't in a formal leadership role, he contributes positively to team culture. He shares what he learns, supports teammates

#### Employee Evaluation

**Rating:** N/A (Only use for Competency Rating)

**Comment:** While I'm not in a formal leadership role, I try to lead through action by staying aligned with team goals and supporting collaboration. I've

with questions, and participates constructively in team discussions. His initiative with AI tools shows early leadership potential, though this is still developing.

taken initiative in exploring tools and practices like AI integration that contribute to our long-term direction. I also make an effort to share what I learn and support others in solving problems, which helps us move forward as a team.

Additional Manager Evaluation

Section Summary

Manager Evaluation

Calculated Rating: 3  
Rating: Meets Expectations (M)

Employee Evaluation

Calculated Rating: 3  
Rating: Meets Expectations (M)