



Artates, Glizzel Ann
OutSystems Software Developer
Manager: Arjay Gallentes
Evaluated By: Glizzel Ann Artates

July 2025 Performance Review
Organization: Axos Business Center Team VII (Arjay Gallentes)
Location: ABC Manila Office
01/01/2025 - 06/30/2025

Overall

Employee Overall Evaluation

Calculated Rating: 3.77
Rating: Meets Expectations (M)
Comment:

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.

- Sample Key Results:
- By June 30, improve the application of BFS expertise in feature development—reflected by increasing the team-wide first-pass acceptance rate of features (measured by QA pass rate, code review, and stakeholder approval) by at least 30% from the established baseline.

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%

Employee Evaluation

Rating: Meets Expectations (M)
Comment: Though I explored Cursor AI, and laverage Mentor, Outsystems' AI tool in developing applications, I believe there are still a lot more I need to learn in order to fully utilize AI to improve the innovation of banking and finance services.

Achieve Engineering Excellence

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

Sample Key Results:

- Faster Development: By June 30, reduce lead time for changes by 20%
- Defect Prevention: By June 30, reduce defect-related rework by 20% by improving early defect detection
- Failure Reduction: By June 30, reduce change failure by 10%

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

Category: Strategic Initiative

Organization Alignment:

Employee Evaluation

Rating: Exceeds Expectations (EE)

Comment: Being new the company, with little knowledge how everything works, what are the processes, despite having doubts, I embraced the challenge to take lead and being able to voice out my opinions, ideas to help the team in meeting its goal, delivering with high code quality and make the team be more efficient. Documenting checklist and processes was a great help in achieving this.

Empowered & Accountable Teams

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

Sample Key Results:

- By June 30, ensure that at least 50% of team members drives or take ownership of a specific task or deliverable in an ABC Strategic Initiative

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%

Employee Evaluation

Rating: Exceeds Expectations (EE)

Comment: Initiated in documenting these items to help the team to have a common knowledge in terms of proper development, consistency and help other engineers outside OutSystems to understand how OutSystems works and what are the things that outsystems is capable of.

Section Summary

Employee Evaluation

Calculated Rating: 3.67

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.

Employee Evaluation

Rating: Exceeds Expectations (EE)

Comment: Joining ABC as Mid OutSystem Software Engineer, I never expect that I will take more responsibility more than what is expected from me, but I willingly accepted those responsibility especially leading the OS devs for AUC, stepping out of my comfort zone as a Developer. Being able to guide my co-devs and share my knowledge to them is a great accomplishment aside from doing what is just expected from you

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.

Employee Evaluation

Rating: Exceeds Expectations (EE)

Comment: I believe when it comes to problem solving and analysis, I am proud to say that I can give enough details in order for the other team member to understand what the cause of the problem is, what will be the solution. In a team that is compose of highly dynamic team, we need to have a common language, in which I am doing in order to avoid miscommunication. For example, when an issue arises that involve the OS platform, giving the error in technical is not enough, I made sure that I also put it in general language that other team members can easily understood. Another example is terms of architecture, OS platform architecture is different in terms of creating an architecture using other tech stacks, talking to a person that has limited knowledge about Low-Code development can be challenging, I made sure that I find the right term and made sure that everyone understands what I am saying and we are using one language. Removing the barrier of High-Code and Low-Code

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.

Employee Evaluation

Rating: Exceeds Expectations (EE)

Comment: I believe in terms of productivity, I deliver more than what I should deliver. During the sprint 2 upto sprint 5, before taking the role as Tech Lead mainly focusing on leading the OS devs, I made sure that I take items/ tasks whenever I know that I still have the capacity. Taking initiative to do POC and investigation for future implementation. For example, volunteered to do the initial architecture of AUC from the beginning, taking PBIs aside from Tech lead tasks and Code Reviews. Close coordination with Product team and other team members for alignment and planning of new processes to be introduce in the project.

Results Focus

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

Employee Evaluation

Rating: Exceeds Expectations (EE)

Comment: In terms of delivering work items, I believe that I deliver not just on time, most of the time I deliver work items ahead of time making sure that the Quality is not suffering. Delivering fast with High Quality

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.

Employee Evaluation

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

Comment: n/a

Section Summary

Employee Evaluation

Calculated Rating: 4

Rating: Exceeds Expectations (EE)