



Reyes, Christopher

Sr. Software Engineer

Manager: Arjay Gallentes

Evaluated By:

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  
Rating: Meets Expectations (M)  
Comment:

Goals

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: Completed      Completion Date: 06/30/2025  
Category: Strategic Initiative  
Organization Alignment:  
Minimum: 80.00%  
Target: 100.00%  
Maximum: 100.00%  
Actual: 100.00%

Employee Evaluation

Rating: Meets Expectations (M)  
Comment: -Recognized the absence of existing documentation and proactively joined the team's Weekly Knowledge-Sharing Sessions to ensure that key learnings would not be lost.  
-Created a detailed guide on how to create a table or XREF file—filling a critical documentation gap. This resource now serves as a reference point for current and future developers.

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: Completed      Completion Date: 06/30/2025  
Category: Strategic Initiative  
Organization Alignment:  
Minimum: 50.00%  
Target: 80.00%  
Maximum: 100.00%  
Actual: 100.00%

Employee Evaluation

Rating: Meets Expectations (M)

Comment: - Took initiative to convene the team and proceed with the scheduled sprint review and planning for Sprint 1, preventing delays in the sprint cycle

- Proactive coordination with Lead for the Sprint Review template update to better align with the team's evolving needs, improving clarity and structure for future reviews

Recruitment & Talent Excellence

Strengthen the organization's ability to attract, engage, and retain top-tier talent through streamlined recruitment processes, strategic outreach, and a culture of continuous improvement.

Due Date: 06/30/2025      Status: Completed      Completion Date: 06/30/2025

Category: Strategic Initiative, Operational Initiative

Organization Alignment:

Minimum: 80.00%

Target: 100.00%

Maximum: 100.00%

Actual: 100.00%

Employee Evaluation

Rating: Meets Expectations (M)

Comment: - Continued participation in Non-Java/Java Screening and Technical interviews, providing structured observations and feedback on candidate responses and behavior for six interviewees. This helped ensure consistent evaluation standards and informed hiring decisions.

- Compiled and shared a comprehensive list of essential developer tools and access links for the AAS ABC Dev Team in Confluence, streamlining the onboarding process for new team members (ex. Jude), reducing reliance of new team member from senior members, and reducing ramp-up time.

Section Summary

Employee Evaluation

Calculated Rating: 3

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: Meets Expectations (M)

Comment: These have been met through work with PBIs related to creation of new Document Delivery Methods screen: was able to demo and push a working version to QA environment with only the instruction of "copy how ACNT.MISC2 program works", and an overview of what is the requirement, uncovering additional development requirements only while going through the development process. Information on how to use the development tools FME was through trial and error, taking note of the buggy nature of the development

tool, adding to testing complexity for a person not familiar with the said tool. Utilized also the knowledge of SME, working with him on his schedule given the time difference, to schedule almost daily meetings for a specific period of the development to further push the program in better working state fit for demo. Knowledge gained through these PBIs have been documented and initial documentation has been shared with the team members for their (future) reference.

## 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

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**Rating:** **Meets Expectations (M)**

**Comment:** Follows the PBI's acceptance criteria when doing development. Seeks information from SME/Product Owner/QA on unclear requirements.  
Due to the available development tool's functionality, diligently adds displays on the program being developed to ensure the program is working properly before handing it over to QA for testing. Any items still unclear are coordinated with the proper SME (within ABC before going reaching out to onshore counterparts)

## 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

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**Rating:** **Meets Expectations (M)**

**Comment:** Documents any new information learned from any task (ex. XREF and Screens documentation). Testing also integration of AI tools like CoPilot especially in troubleshooting bugs.

## Results Focus

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

### Employee Evaluation

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**Rating:** **Meets Expectations (M)**

**Comment:** Answers all queries/emails from Product Owner regarding status of PBIs / bugs related to Document Delivery Method.

## 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

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

**Comment:** N/A

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### Section Summary

## Employee Evaluation

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**Calculated Rating:** **3**

**Rating:** **Meets Expectations (M)**