

Overall

Employee Overall Evaluation

Calculated Rating: 3.25
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: Copilot - used this to speed up the resolved issue.
LSG components - experience incorporating LSG into a project and initially utilizing and investigating those components
Javascrpts - I didn't use Javascrpts earlier because the Outsystems didn't recommend it. However, there is an OS limitation that requires me to learn how to use JavaScript on the designated PBI.

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:

Minimum: 20.00%

Target: 30.00%

Maximum: 100.00%

Actual: 0.00%

Employee Evaluation

Rating: Meets Expectations (M)

Comment: Consistently applied coding best practices to improve code clarity and maintainability. Demonstrated a solid understanding of clean code principles, which contributed to reducing errors and minimizing rework and actively participated in development pairing sessions to collaboratively investigate and resolve bugs and complex features. These sessions supported effective knowledge sharing and brainstorming, contributing to improved technical understanding and faster problem-solving across the team.

Adherence to Team Principles and Practices

Adherence to Team Principles and Practices

- Agreed Team Practices, Principles, Standards. Ex. RTO Days, Agreed Agile Principles and Practices, Team Working Arrangements such as RTO days, etc.

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

Category: Operational Initiative

Organization Alignment:

Minimum: 90.00%

Target: 90.00%

Maximum: 100.00%

Actual: 90.00%

Employee Evaluation

Rating: Meets Expectations (M)

Comment: Consistently adhered to the team's Return-to-Office (RTO) policy by working on-site at least two days per week, and demonstrated flexibility by coming in more frequently when needed and aligns with expected Agile practices for knowledge sharing and continuous improvement.

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: Actively collaborated with Business Analysts (BA), Quality Assurance (QA), and API/Backend Developers. This shows initiative in breaking down silos and fostering a team-oriented environment and Ensuring alignment and timely delivery reflects a strong understanding of sprint goals and a commitment to delivering value.

Section Summary

Employee Evaluation

Calculated Rating: 3.25

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: Shows reliability in collaborating with team members, leveraging their strengths to achieve effective solutions. These actions reflect a consistent and trustworthy approach to responsibilities, aligning well with expectations for dependability.

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: Meets Expectations (M)

Comment: Demonstrates solid problem-solving and analytical skills by making decisions based on facts and breaking down complex issues into manageable components. Effectively identifies critical details, simplifies challenges, and maintains focus on underlying issues. Collaborates well with team members by leveraging their strengths to enhance problem-solving outcomes. These behaviors align with expectations and contribute to consistent, thoughtful decision-making.

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: Consistently exceeds expectations in productivity by effectively managing a fair workload while proactively volunteering for additional responsibilities. Demonstrates strong task prioritization and time management skills, ensuring high-quality and timely delivery. Develops and follows clear, comprehensive work procedures that enhance efficiency and consistency. Actively promotes knowledge sharing within the team and seeks out new learning opportunities to expand expertise, contributing to both personal growth and team capability.

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: Meets Expectations (M)
Comment: Delivers high-quality work on time by directing efforts intelligently and efficiently. Takes full responsibility for individual performance, demonstrating accountability for both successes and areas for improvement. Maintains a steady focus on achieving results, aligning well with expectations for reliability and performance.

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: 3.25
Rating: Meets Expectations (M)