

Robles, Patrick Russel

OutSystems Software Developer  
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

Manager Overall Evaluation

Calculated Rating: 2.93  
Rating: Needs Development (ND)  
Comment:

Employee Overall Evaluation

Calculated Rating: 3  
Rating: Meets Expectations (M)  
Comment: I will strive harder to show my skills and simultaneously learn other things that can help me and the team achieve great thing while doing the best on our jobs.

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%

Manager Evaluation

Rating: Meets Expectations (M)  
Comment: To follow

Employee Evaluation

Rating: Meets Expectations (M)  
Comment: I have researches and samples on the learning with AI mainly using Windsurf AI. I also want to continue on digging deeper on how we can integrate Windsurf AI with Outsystems or for Outsystems AI to fully support our AI use-cases.

Additional Manager Evaluation

## 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%

### Manager Evaluation

Rating: **Meets Expectations (M)**  
Comment: To follow

### Employee Evaluation

Rating: **Meets Expectations (M)**  
Comment: Helping the team through developing custom components and sharing suggestions on the complex / critical matters in development cycle.

### Additional Manager Evaluation

## Section Summary

### Manager Evaluation

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

### 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.

### Manager Evaluation

Rating: **Needs Development (ND)**  
Comment: To follow

### Employee Evaluation

Rating: **Meets Expectations (M)**  
Comment: The team can always count on me on any problem that might need help. I am also versatile and willing to learn anything that will help the team's progress.

### Additional Manager Evaluation

### 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

Rating: **Meets Expectations (M)**

Comment: To follow

#### Employee Evaluation

Rating: **Meets Expectations (M)**

Comment: I am always up for the challenge when thinking for solutions. I sometimes help others when there are critical solutions needed.

#### Additional Manager Evaluation

### 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: To follow

#### Employee Evaluation

Rating: **Meets Expectations (M)**

Comment: I mostly deliver quality services earlier than expected. This also gives me time to review and learn other technologies that our team might need.

#### Additional Manager Evaluation

### 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: To follow

#### Employee Evaluation

Rating: **Meets Expectations (M)**

Comment: I always use my extra time learning things and looking for other solutions that can make the team's development process more efficient.

#### Additional Manager Evaluation

### 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: N/A

#### Employee Evaluation

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

Comment: Since the team members are all highly capable, I don't have much chance to show my leadership skills. I sometimes just recommend things to my team members, some solutions that can help them on their problem and give possible advice that can make their next task more easy.

#### Additional Manager Evaluation

#### Section Summary

#### Manager Evaluation

#### Employee Evaluation

Calculated Rating: 2.75  
Rating: Needs Development (ND)

Calculated Rating: 3  
Rating: Meets Expectations (M)