Venturina, Rio Alyssa

Sr. Software Engineer

Manager: Arjay Gallentes
Evaluated By: Rio Alyssa Venturina

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: Throughout this period, I stayed focused on delivering quality work while continuously improving my technical skills and contributing to team standards. I made an effort to adopt new tools and support both project efficiency and collaboration. I will continue to find ways to improve, contribute to the team, and deliver reliable results.

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:
- Adopted and utilized Copilot to assist with development of PBIs assigned to me
- Applied Copilot to streamline code generation and improve development efficiency
- Explored Power Automate and identified automation opportunities within the ABC Talent Pulse initiative to contribute to automating the hiring process and reduce manual work in the future
- Acquired the Microsoft Applied Skills credential: *Create and Manage Automated Processes using Power Automate* to strengthen my automation skills

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:
- Performed unit testing to ensure functionality and minimize defects before handover
- Provided technical documentation to support systems understanding and maintenance
- Actively participated in pair code reviews to uphold code quality and share best practices
- Presented development demos to QA for PBIs to align expectations, and reduce rework
- Contributed to the development of reusable components and widgets in OutSystems to improve efficiency and consistency

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: **Meets Expectations (M)**

Comment:
- Took the initiative to start the development of the Deployment Checklist and create POC
- Collaborating with the team to ensure these processes promote accountability and quality
- Although still in progress, these efforts lay the groundwork for more structured and efficient development practices

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: I consistently meet expectations by maintaining accountability, delivering quality work on time, and supporting the team.
- Deliver tasks on time with attention to quality
- Resolve issues promptly and take ownership
- Adapt quickly to changes and feedback
- Contribute to a dependable, positive team environment

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: I break down complex tasks, focus on root causes, and work with the team to find effective, practical solutions.
- Break work into clear, manageable steps
- Ask the right questions to clarify requirements
- Solve root causes, not just surface issues
- Focus on critical details without losing the big picture
- Collaborate to strengthen solutions and reduce rework

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: Meets Expectations (M)

Comment: I manage my workload effectively by organizing tasks, resolving issues quickly, and continuously finding ways to work more efficiently.
- Complete assigned PBIs within sprint deadlines
- Work on spike activities, or do volunteer work to help others
- Break down work to stay organized and maintain steady progress
- Resolve defects promptly to avoid delays
- Ask targeted questions to prevent rework and wasted effort
- Look for ways to improve processes and apply new knowledge

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: I consistently focus on delivering complete, reliable work by managing my time well, taking ownership, and directing efforts where they add the most value.
- Deliver assigned PBIs on time with focus on quality and completeness
- Resolve issues quickly to maintain delivery timelines
- Take full responsibility for both successes and areas for improvement
- Adapt based on feedback to ensure work meets expectations
- Prioritize tasks efficiently to stay aligned with project goals

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: This competency does not directly apply to my current role, as I am not in a formal leadership position. However, I support the team by contributing to shared goals, collaborating effectively, and taking ownership of my tasks.

--- Section Summary ---

Employee Evaluation

Calculated Rating: 3
Rating: Meets Expectations (M)