



Nailat, Christian

Developer

Manager: Arjay Gallentes

Evaluated By: Arjay Gallentes

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: 4
Rating: Exceeds Expectations (EE)
Comment:

Development Focus

Priority Development Areas:

- Communication Enhancement
- Action: Complete executive communication training Q4 2025
 - Support: External coaching and presentation opportunities
 - Timeline: 3-12 months for measurable improvement
- Architecture Formalization
- Action: Obtain cloud architecture certification by Q1 2026
 - Support: Training budget and study time allocation
 - Timeline: 6-9 months for certification completion
- Domain Mastery
- Action: Complete domain certification program
 - Support: Mentorship from domain experts and industry training
 - Timeline: 6-12 months for comprehensive mastery

Key Themes from Feedback

Technical Excellence: Exceptional architecture and system design capabilities

Innovation Leadership: AI-powered search agent and process improvements

Documentation Mastery: Comprehensive wiki and standards creation

Communication Enhancement: Some feedback on clarity and objective setting

Strategic Thinking: Long-term architectural vision and process optimization

Specific Examples

- "Exceptional expertise in both the technical and architectural aspects of the AUC process"

- "His ability to communicate complex architectural concepts in a clear and compelling manner"
- "Often provides creative solutions to complex problems"
- "Christian has a calm disposition despite having multiple tasks assigned to him. He doesn't get too overwhelmed, and he maintains focus. This is a good indicator of a good leader."

Feedback Analysis

Feedback received is overwhelmingly positive, highlighting technical leadership and innovation capabilities.

Christian has delivered exceptional performance well beyond his current role level, successfully managing dual responsibilities as Tech Lead and Architect while driving significant innovation and process improvements.

The standardized PBI template and comprehensive wiki he developed provide lasting value to the organization and establish best practices for future development. His ability to bridge technical domains (Golang/OutSystems) and resolve architectural conflicts showcases exceptional versatility and leadership potential. While some feedback suggests communication improvements, his overall contribution significantly exceeds expectations and positions him for rapid career advancement. Christian's modest self-assessment dramatically understates his actual impact and achievements. His architectural vision, process innovations, and AI leadership position him as a key strategic contributor and future technology leader within the Axos/ABC.

Employee Overall Evaluation

Calculated Rating: 3

Rating: Meets Expectations (M)

Comment: I have consistently demonstrated strong leadership, initiative, and a focus on achieving high-quality results. I have successfully managed multiple roles, including tech lead and architect, while ensuring a future-oriented perspective. By addressing challenges such as inconsistent PBI formats and the lack of documentation, I took proactive steps to create solutions that improved team collaboration and efficiency. The standardized PBI template and the comprehensive wiki I developed have significantly supported both new and existing team members, ensuring smoother workflows and better alignment across projects.

Additionally, my focus on engineering excellence through code reviews and pair programming has helped maintain system integrity while enabling faster feature delivery. I have also made continuous efforts to invest in my personal development through courses, events, and a structured IDP to ensure ongoing growth.

Looking forward, I plan to further enhance my leadership and technical skills, particularly in architecture, and I'm committed to continuing my growth and supporting the team's success.

Acknowledgement

Manager

Entered by: Arjay Gallentes **Date:** 08/16/2025
Status: Acknowledge Review
Comment:

Employee

Entered by: Christian Nailat **Date:** 08/16/2025
Status: Acknowledge Review
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: Completed Completion Date: 06/30/2025

Category: Strategic Initiative

Organization Alignment:

Minimum: 20.00%
Target: 30.00%
Maximum: 100.00%
Actual: 80.00%

Manager Evaluation

Rating: Exceeds Expectations (EE)

Comment: Innovation in leveraging AI to solve documentation and knowledge management challenges. Christian's creation of the AI search agent represents technical achievement. Continue exploring AI applications for broader architectural decisions and enterprise-wide innovation initiatives.

Employee Evaluation

Rating: Meets Expectations (M)

Comment:

- To address the lack of documentation in our legacy ALF system, I created centralized documentation and developed an AI-powered search agent, an innovative solution that significantly improved team efficiency by making critical information instantly accessible. - [Account Master](#)
- As a tech lead, I streamlined my ability to monitor PBIs by initiating a DevOps integration that pushed work item updates to a Teams channel, then enhanced it to surface key details like comments, an innovative solution that enabled me to support the team in real time without missing critical updates.
- To address the lack of PBIs during the early AUC phase, I partnered with Dagny to reverse-engineer the ALF system and used AI to analyze BASIC programs, approach that helped us generate PBI drafts for PO review, accelerating backlog creation and enabling the team to start development sooner.
- As a new tech lead also contributing to architecture, I accelerated my learning by using AI to guide me through essential books and that helped me quickly gain the knowledge needed to support the team effectively and make right decisions.

Additional Manager Evaluation

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: Completed Completion Date: 06/30/2025

Category: Strategic Initiative

Organization Alignment:

Minimum: 50.00%
Target: 80.00%
Maximum: 100.00%
Actual: 100.00%

Manager Evaluation

Rating: Exceeds Expectations (EE)

Comment: Outstanding contribution to engineering excellence through systematic process standardization and quality enforcement. The MVP framework and PBI template significantly improved team efficiency and delivery predictability. Christian's hands-on code review approach ensures standards adoption while building team capability. Focus next on metrics-driven quality improvements and expanding these practices across the organization.

Employee Evaluation

Rating: Meets Expectations (M)

Comment:

- We faced challenges trying to develop everything within a single PBI, so we have to develop an MVP (Minimum Viable Product). I own and presented an MVP list of what is need, good to have and nice to have to the PO and QA teams and collaborated with them to define the minimum requirements needed for delivering the MVP. This allowed us to focus on faster delivery, higher-quality features, and reduced defects by focusing on essential functionality first. As a result, we minimized rework, ensured smoother development cycles, and to have room to innovations - [MVP-PBI-Category.xlsx](#)

- We faced challenges with inconsistent PBI formats as Dagny, AI, and I were creating PBIs with different structures, which led to confusion on how to handle them. To resolve this, I proposed creating a standardized template for PBIs. I gathered input from both the QA and Dev teams to understand their needs and what should be included in the PBI. Based on their feedback, I created a unified template. This initiative streamlined the PBI process, improved clarity, and made it easier for everyone to follow, ultimately contributing to more efficient and high-quality feature delivery. - <https://bofidev.atlassian.net/wiki/spaces/AxTech/folder/3224440176678?atlOrigin=eyJpIjoiOWFkYTZOTBIN2MzN>
- To ensure fast feature delivery without compromising system maintainability, I emphasized the importance of development standards. I conducted code reviews and provided feedback on how to optimize the development process while maintaining the integrity of the system. By pairing with team members during the review process, I ensured that best practices were followed, which helped deliver features quickly without introducing defects. This approach fostered a culture of collaboration and technical excellence, leading to faster and more reliable deliveries.
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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: Completed

Completion Date: 06/30/2025

Category: Strategic Initiative

Organization Alignment:

Minimum: 50.00%

Target: 80.00%
Maximum: 100.00%
Actual: 100.00%

Manager Evaluation

Rating: **Exceeds Expectations (EE)**

Comment: Remarkable leadership in fostering team empowerment through transparency and knowledge sharing. The comprehensive wiki serves as a good resource for current and future team members. Christian's cross-functional collaboration strengthens architectural decisions and team capabilities.

Employee Evaluation

Rating: **Meets Expectations (M)**

Comment:

- To increase visibility and ownership across initiatives, I introduced a team dashboard showing status and ownership, and regularly posted achievements, facilitated the weekly architecture meeting and milestones in our Teams channel, that fostered transparency, boosted engagement, and helped the team stay aligned and accountable. The dashboard or timeline I created are the following, My Tech Lead Activities, Outsystem Team plans and items I have to collaborate with them, a Project timeline for Integrations, posted in channel about [Posted about architecture achievement](#) and [Posted in Architecture Integrations](#)
- As a new tech lead, I demonstrated ownership by proactively learning the OutSystems code structure and architecture and even attended the event for Outsystem in that approach that accelerated my ramp-up and enabled me to support the team more effectively.
- To bridge my gap in OutSystems as a Golang developer, I collaborated with Gli and Rio to review the system and identify areas for improvement that led to optimizations in our application architecture and strengthened cross-functional teamwork. [Pair Review.docx](#)
- In the early development stage, we were building everything in the PBIs which slowed delivery, so I collaborated with Anton to define MVP categories and that helped us prioritize essential features, reduce scope creep, and improve delivery focus and speed. [MVP-PBI-Category.xlsx](#)

- We faced a challenge with the lack of documentation in both ALF and AUC, which made it difficult for new developers and existing team members to stay aligned. To address this, I took the initiative to collate and organize essential information, including design, development standards, and domain knowledge. I created a comprehensive page in the team wiki that serves as a centralized resource for the team. This not only improved onboarding for new developers but also provided ongoing support to the team, ensuring better consistency and efficiency across projects.- <https://bofidev.atlassian.net/wiki/spaces/AxTech/pages/3224409178404/AUC>

Additional Manager Evaluation

Section Summary

Manager Evaluation

Calculated Rating: 4
Rating: Exceeds Expectations (EE)

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: Exceeds Expectations (EE)
Comment: Exceptional reliability in managing complex dual responsibilities while maintaining team trust and project momentum. Christian's systematic approach to personal development through IDP and SWOT analysis demonstrates professional maturity and self-awareness. His transparency in sharing progress builds team confidence and enables effective collaboration. Continue this balanced approach while ensuring sustainable workload distribution.

Employee Evaluation

Rating: Meets Expectations (M)
Comment: I consistently demonstrated the Five Pillars of Character by respecting everyone's strengths and weaknesses and valuing their insights. I worked independently and kept the team updated on my progress, ensuring transparency. Embracing challenges, I adapted to multiple roles and handled change effectively. Under pressure, I used my planner to prioritize tasks, ensuring I focused on what mattered most. Additionally, I invested in my personal development by creating an Individual Development Plan (IDP) and performing a SWOT analysis to identify areas for improvement. It helped me stay accountable, meet commitments, and create a supportive and focused work environment for myself and others.

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: Exceeds Expectations (EE)

Comment: Strong analytical capabilities demonstrated through architectural problem resolution and stakeholder engagement. Christian's ability to synthesize opposing viewpoints into workable solutions prevents team conflicts and enables effective collaboration.

Employee Evaluation

Rating: Meets Expectations (M)

Comment: The data and development teams had differing opinions on whether to use individual lookup tables or a master table. To resolve this, I interviewed each team to understand their goals and challenges. By merging their perspectives, We're able to propose a hybrid solution that met both teams' needs. This approach improved collaboration, aligned the teams, and resulted in a more efficient and effective solution for the project.

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: Exceeds Expectations (EE)

Comment: Agree

Employee Evaluation

Rating: Meets Expectations (M)

Comment: I accepted the challenge of taking on both the tech lead and architect roles, while also participating in activities with the data team, product, and reverse engineering. To manage these multiple responsibilities, I created a planner to keep me accountable across each area. I also balanced my workload by taking courses, attending events, and reading books to expand my knowledge. This allowed me to effectively juggle different roles, enhance my skills, and provide better guidance to my teams, ultimately improving productivity and knowledge sharing.

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: Exceeds Expectations (EE)

Comment: Consistent delivery of high-value results

Employee Evaluation

Rating: Meets Expectations (M)

Comment: By using my planner to prioritize valuable

across technical and leadership dimensions. Christian's transparency in sharing both successes and challenges builds trust and enables effective collaboration. His growth mindset transforms feedback into improvement and innovation. Maintain this accountability while celebrating successes more visibly and sharing best practices across the organization.

tasks, I ensured that I could deliver comprehensive work on time. To maintain transparency, I made my progress visible to the team by sharing updates in the team channel. When I encountered challenges or setbacks, I took responsibility and sought feedback from my manager and teammates to identify blind spots. I focused on how I could improve rather than assigning blame, which allowed me to learn from mistakes and continuously improve my performance.

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: Christian is positioned for formal Architecture or Technical Leadership role within 6-12 months:

Employee Evaluation

Rating: N/A (Only use for Competency Rating)
Comment: As a tech lead, I shifted my perspective to focus on long-term goals, ensuring that the development work was not only completed but also easy to maintain, debug, and document in the future. For example, while developers were working on tasks, I paired with them to share the long-term vision and ensure that they understood the importance of architecture and having a clean code. Additionally, I transitioned from being a doer to supporting the team by sharing my knowledge and guiding them in decision-making, while also laying out the trade-offs for each option.

Additional Manager Evaluation

Section Summary

Manager Evaluation

Calculated Rating: 4
Rating: Exceeds Expectations (EE)

Employee Evaluation

Calculated Rating: 3
Rating: Meets Expectations (M)