



Asi, Joshua

Software Engineer

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: 3
Rating: Meets Expectations (M)
Comment:

Peer Feedback and 360 Evidence

Feedback Themes

- **Technical Excellence:** Strong technical skills and reliable delivery
- **Knowledge Sharing:** Willing to help others and share expertise
- **Team Collaboration:** Supportive and approachable team member
- **Learning Agility:** Quick adaptation to new technologies and processes

Specific Feedback Examples

- "Joshua has strong technical skills, which he uses to excel in our automation tasks. His test scripts are clear, efficient, and focused."
- "Joshua was one of the first people I connected with. He willingly shared his scripts and explained them clearly."
- "Joshua's openness and willingness to share what he knows have been a big help in my learning process."

Development Feedback

- "One area where Joshua could grow is in actively participating in discussions. He tends to be quiet and usually speaks only when asked."
- "Encouraging him to share his thoughts more often could help the team benefit even more from his insights."

Development Focus and Specific Actions:

Immediate Actions (Next 30 days)

- **Communication Enhancement:** Increase participation in team discussions and meetings
- **Leadership Initiative:** Lead one small improvement project with defined KPIs
- **Knowledge Documentation:** Create brief solution notes for automation scripts

Short-term Goals (3-6 months)

- **Active Participation:** Speak up more frequently in team discussions
- **Process Improvement:** Identify and implement one efficiency improvement

- **Mentoring:** Begin mentoring newer team members in automation

Long-term Development (6-12 months)

- **Leadership Skills:** Take on small team coordination responsibilities
- **Technical Depth:** Expand expertise beyond current automation focus
- **Stakeholder Engagement:** Increase visibility with business stakeholders

Joshua has demonstrated exceptional early performance that significantly exceeds typical expectations for a team member with 4.5 months tenure. His technical contributions, knowledge sharing, and team collaboration have made a positive impact on team productivity and culture. The current 3.0 rating is more like a tenure constraint I've set given for the following:

- Ensure consistent evaluation standards across the organization
- Allow sufficient time for comprehensive performance assessment
- Maintain fairness in our calibration process

Employee Overall Evaluation

Calculated Rating: 4
Rating: Exceeds Expectations (EE)
Comment:

Acknowledgement

Manager

Entered by: Arjay Gallentes **Date:** 08/14/2025
Status: Acknowledge Review
Comment:

Employee

Entered by: Joshua Asi **Date:** 08/14/2025
Status: Acknowledge Review
Comment: Thanks for the feedback, I acknowledge it.

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

Due Date: 06/30/2025 **Status:** Completed **Completion Date:** 06/30/2025
Category: Cost Reduction/Mitigation
Organization Alignment:

Manager Evaluation

Rating: Meets Expectations (M)
Comment: Joshua has demonstrated exceptional early performance indicators during his 4.5-month

Employee Evaluation

Rating: Exceeds Expectations (EE)
Comment: Utilizing AI for development experience.

tenure, effectively transitioning from backend development focus to supporting QA automation needs. His technical contributions, knowledge sharing, and team collaboration exceed typical expectations for a new team member.

Key Strengths:

- Rapid technical adaptation to new technologies and processes
- Proactive knowledge sharing and team support
- Strong automation script development and maintenance
- Reliable sprint delivery and quality focus

Development Areas:

- Increased active participation in team discussions
- Leadership initiative in small improvement projects
- Enhanced communication visibility across stakeholders

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.

Due Date: 06/30/2025

Status: Completed

Completion Date: 06/30/2025

Category: Strategic Initiative, Compliance/Risk Mitigation, Cost Reduction/Mitigation

Organization Alignment:

Manager Evaluation

Rating: Meets Expectations (M)

Comment: His ability to quickly master new tools and share learnings with the team demonstrates strong technical growth potential. Continue building repeatable patterns and document best practices for team reuse.

Employee Evaluation

Rating: Exceeds Expectations (EE)

Comment: Demonstrating my finish scripts every weekly meeting and sharing knowledge that I have by leveraging the experience that I have as a Software Engineer.

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.

Due Date: 06/30/2025

Status: Completed

Completion Date: 06/30/2025

Category: Strategic Initiative, Operational Initiative

Organization Alignment:

Manager Evaluation

Rating: **Meets Expectations (M)**

Comment: His systematic approach to script development and willingness to share knowledge contribute significantly to team productivity.

Additional Manager Evaluation

Employee Evaluation

Rating: **Exceeds Expectations (EE)**

Comment: Ensuring I am leveraging my experience as a Software Engineer, I am sharing knowledge during weekly meeting and if someone asks for help I am willing to give a helping hand.

Section Summary

Manager Evaluation

Calculated Rating: **3**

Rating: **Meets Expectations (M)**

Employee Evaluation

Calculated Rating: **4**

Rating: **Exceeds Expectations (EE)**

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: **Meets Expectations (M)**

Comment: Joshua has proven to be a dependable and responsive team member. His consistent delivery of automation scripts and willingness to help others demonstrate strong reliability. Maintain update cadence and early risk communication to further enhance dependability.

Additional Manager Evaluation

Employee Evaluation

Rating: **Exceeds Expectations (EE)**

Comment: I communicate clearly, and follows through on all assigned tasks. My adaptability and professionalism made me a dependable contributor in our team

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: Joshua demonstrates good judgment and systematic problem-solving approaches. His ability to debug automation scripts and help resolve test case failures shows strong analytical thinking. Add quick root-cause summaries for reuse to enhance knowledge sharing.

Additional Manager Evaluation

Employee Evaluation

Rating: **Exceeds Expectations (EE)**

Comment: I approach problems logically and makes decision based on factual analysis. Whether debugging automation scripts or helping failed test cases, I also ensure issues are fully understood before proposing solutions.

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: Joshua maintains healthy throughput while ensuring quality standards. His ability to balance task volume with attention to detail contributes meaningfully to team productivity. Use batching and templates to scale gains and improve efficiency.

Additional Manager Evaluation

Employee Evaluation

Rating: **Exceeds Expectations (EE)**

Comment: I manage my workload effectively and consistently deliver 15-20 automated test scripts per sprint, ensuring quality without comprising speed. I balance task volume with attention to detail, contributing meaningfully in QA tasks.

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: Joshua maintains strong focus on acceptance criteria and delivers crisp handoffs. His time management skills and commitment to sprint goals demonstrate excellent results orientation. Continue focusing on measurable outcomes and clear success criteria.

Additional Manager Evaluation

Employee Evaluation

Rating: **Exceeds Expectations (EE)**

Comment: I am outcome-oriented and consistently delivering the deliverable within sprint timelines. I ensure no QA activity overflows into the next sprint, demonstrating strong time management and a clear focus on delivering value to the team.

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: Joshua shows emerging leadership qualities through his knowledge sharing and team support. Build influence by leading a short knowledge session with examples and outcomes to demonstrate leadership potential.

Additional Manager Evaluation

Employee Evaluation

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

Comment: While I'm not in a formal leadership role, I exhibit strong leadership traits by sharing knowledge, supporting teammates, and demonstrating initiative. My T-shaped mindset enables me to bridge backend and QA processes, making me a collaborative and forward-thinking team member.

Section Summary

Manager Evaluation

Calculated Rating: **3**

Rating: **Meets Expectations (M)**

Employee Evaluation

Calculated Rating: **4**

Rating: **Exceeds Expectations (EE)**