



**Artates, Glizzel Ann**  
OutSystems Software 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:

Gliz's represents exceptional talent with outstanding leadership potential and technical capabilities.

Her successful transition from individual contributor to leading the OutSystems development team, while simultaneously implementing quality processes and knowledge sharing initiatives, demonstrates remarkable maturity and capability.

Key Strengths

- Natural Leadership: Exceptional ability to guide, coordinate, and inspire team members, with peers consistently recognizing her as a natural leader.
- Process Innovation: Creates sustainable improvements that benefit the entire team, with colleagues acknowledging her optimization and initiative-taking.
- Technical Excellence: Combines deep technical skills with practical implementation ability, with peers recognizing her technical innovation and strategic contributions.
- Knowledge Sharing: Outstanding capability in teaching and mentoring others, with team members valuing her clear explanations and proactive support.

## Development Opportunities

- **Formal Leadership Training:** Structured development in management and leadership principles.
- **AI Innovation:** Expand expertise in AI tools and their strategic application.
- **Strategic Thinking:** Develop business acumen and organizational impact understanding.
- **People Management Growth:** Strengthen capabilities in delegation, follow-up, and follow-through to enhance team accountability and execution.

### Employee Overall Evaluation

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**Calculated Rating:** 3.77

**Rating:** Meets Expectations (M)

**Comment:**

### Acknowledgement

#### Manager

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**Entered by:** Arjay Gallentes

**Date:** 08/07/2025

**Status:** Acknowledge Review

**Comment:**

#### Employee

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**Entered by:** Glizzel Ann Artates

**Date:** 08/06/2025

**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:** In Progress      **Completion Date:**

**Category:** Strategic Initiative

**Organization Alignment:**

**Minimum:** 20.00%  
**Target:** 30.00%  
**Maximum:** 100.00%  
**Actual:** 0.00%

Manager Evaluation		Employee Evaluation	
<b>Rating:</b>	<b>Exceeds Expectations (EE)</b>	<b>Rating:</b>	<b>Meets Expectations (M)</b>
<b>Comment:</b>	Gli's proactive exploration of AI tools and genuine commitment to learning positions her well for future contributions. Her self-awareness about needing to learn more demonstrates maturity and growth mindset essential for AI innovation leadership.	<b>Comment:</b>	Though I explored Cursor AI, and I've used Mentor, Outsystems' AI tool in developing applications, I believe there are still a lot more I need to learn in order to fully utilize AI to improve the innovation of banking and finance services.

**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:** In Progress      **Completion Date:**

**Category:** Strategic Initiative

**Organization Alignment:**

Manager Evaluation		Employee Evaluation	
<b>Rating:</b>	<b>Exceeds Expectations (EE)</b>	<b>Rating:</b>	<b>Exceeds Expectations (EE)</b>
<b>Comment:</b>	Gli's initiative in creating and implementing quality processes has had transformative impact on the team. Her ability to document checklist processes, establish code review standards, and lead technical improvements demonstrates exceptional engineering excellence and leadership potential.	<b>Comment:</b>	Being new to the company, with little knowledge of how everything works, what are the processes, despite having doubts, I embraced the challenge to take lead and being able to voice out my opinions, ideas to help the team in meeting its goal, delivering with high code quality and make the team be

more efficient. Documenting checklist and processes was a great help in achieving this.

#### Additional Manager Evaluation

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### 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

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**Rating:** Exceeds Expectations (EE)

**Comment:** Gli's documentation initiatives and knowledge sharing have been instrumental in building team capability and collaboration. Her leadership in ensuring everyone understands OutSystems processes demonstrates exceptional commitment to team empowerment and strategic success.

#### Employee Evaluation

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**Rating:** Exceeds Expectations (EE)

**Comment:** Initiated in documenting these items to help the team to have a common knowledge in terms of proper development, consistency and help other engineers outside OutSystems to understand how OutSystems works and what are the things that outsystems is capable of.

#### Additional Manager Evaluation

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#### Section Summary

#### Manager Evaluation

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

#### Employee Evaluation

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**Calculated Rating:** 3.67  
**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

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**Rating:** Exceeds Expectations (EE)

**Comment:** Demonstrates exceptional reliability and commitment by willingly accepting leadership

#### Employee Evaluation

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**Rating:** Exceeds Expectations (EE)

**Comment:** Joining ABC as Mid OutSystem Software Engineer, I never expect that I will take more

responsibilities beyond her expected role. Her transition from OutSystems Software Engineer to leading the OS development team shows remarkable dependability and professional maturity. Consistently steps out of her comfort zone to guide colleagues and share knowledge.

responsibility more than what is expected from me, but I willingly accepted those responsibility especially leading the OS devs for AUC, stepping out of my comfort zone as a Developer. Being able to guide my co-devs and share my knowledge to them is a great accomplishment aside from doing what is just expected from you

#### Additional Manager Evaluation

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### 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:	Shows outstanding analytical capabilities in breaking down complex technical problems into understandable components. Her ability to communicate technical issues in both technical and general language demonstrates sophisticated problem-solving skills. Successfully bridges the gap between high-code and low-code development approaches, removing communication barriers.

#### Employee Evaluation

Rating:	Exceeds Expectations (EE)
Comment:	I believe when it comes to problem solving and analysis, I am proud to say that I can give enough details in order for the other team member to understand what the cause of the problem is, what will be the solution. In a team that is compose of highly dynamic team, we need to have a common language, in which I am doing in order to avoid miscommunication. For example, when an issue arises that involve the OS platform, giving the error in technical is not enough, I made sure that I also put it in general language that other team members can easily understood. Another example is terms of architecture, OS platform architecture is different in terms of creating an architecture using other tech stacks, talking to a person that has limited knowledge about Low-Code development can be challenging, I made sure that I find the right term and made sure that everyone understands what I am saying and we are using one language. Removing the barrier of High-Code and Low-Code

#### Additional Manager Evaluation

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### 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:	Demonstrates exceptional productivity by delivering more than expected while maintaining high quality standards.

#### Employee Evaluation

Rating:	Exceeds Expectations (EE)
Comment:	I believe in terms of productivity, I deliver more than what I should deliver. During the sprint 2 upto sprint 5, before taking the role

Successfully managed both individual development tasks and Tech Lead responsibilities. Voluntarily took on additional PBIs, POCs, and investigations while managing code reviews and team coordination.

as Tech Lead mainly focusing on leading the OS devs, I made sure that I take items/tasks whenever I know that I still have the capacity. Taking initiative to do POC and investigation for future implementation. For example, volunteered to do the initial architecture of AUC from the beginning, taking PBIs aside from Tech lead tasks and Code Reviews. Close coordination with Product team and other team members for alignment and planning of new processes to be introduced in the project.

#### Additional Manager Evaluation

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### 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:** Consistently delivers work items ahead of time while maintaining high quality standards. Her commitment to delivering fast with high quality, combined with proactive approach to meeting deadlines, demonstrates exceptional results orientation. Successfully balances speed and quality in all deliverables.

#### Employee Evaluation

**Rating:** **Exceeds Expectations (EE)**  
**Comment:** In terms of delivering work items, I believe that I deliver not just on time, most of the time I deliver work items ahead of time making sure that the Quality is not suffering. Delivering fast with High Quality

#### Additional Manager Evaluation

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### 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:** n/a

#### Additional Manager Evaluation

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#### Section Summary

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#### Manager Evaluation

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

#### Employee Evaluation

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