

Arguilles, John Mark

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: 3.33  
Rating: Meets Expectations (M)  
Comment:

Development Focus Areas

- Strategic Contribution: Own a strategic scoped initiative with clear KPI linkage
- Communication: Increase proactive update cadence on blockers and decisions

JMP contributed steady delivery and visible collaboration across BA, QA, and backend team. He supported complex items through pairing, applied clean-code practices, and maintained alignment with sprint goals. Contributions improved clarity and throughput.

Employee Overall Evaluation

Calculated Rating: 3.25  
Rating: Meets Expectations (M)  
Comment:

Acknowledgement

Manager

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

Employee

Entered by: John Mark Arguilles      Date: 08/14/2025  
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:      Completion Date:

In Progress

Category: Strategic Initiative

Organization Alignment:

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

#### Manager Evaluation

Rating: Meets Expectations (M)

Comment: Adoption is trending positively. Expand usage into repeatable patterns and document examples for team reuse.

#### Employee Evaluation

Rating: Meets Expectations (M)

Comment: Copilot - used this to speed up the resolved issue.  
LSG components - experience incorporating LSG into a project and initially utilizing and investigating those components  
Javascrpts - I didn't use Javascrpts earlier because the Outsystems didn't recommend it. However, there is an OS limitation that requires me to learn how to use JavaScript on the designated PBI.

#### 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:

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

#### Manager Evaluation

Rating: Meets Expectations (M)

Comment: Agree

#### Employee Evaluation

Rating: Meets Expectations (M)

Comment: Consistently applied coding best practices to improve code clarity and maintainability. Demonstrated a solid understanding of clean code principles, which contributed to reducing errors and minimizing rework and actively participated in development pairing sessions to collaboratively investigate and

resolve bugs and complex features. These sessions supported effective knowledge sharing and brainstorming, contributing to improved technical understanding and faster problem-solving across the team.

#### Additional Manager Evaluation

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### Adherence to Team Principles and Practices

#### Adherence to Team Principles and Practices

- Agreed Team Practices, Principles, Standards. Ex. RTO Days, Agreed Agile Principles and Practices, Team Working Arrangements such as RTO days, etc.

**Due Date:** 06/30/2025      **Status:** In Progress      **Completion Date:**

**Category:** Operational Initiative

#### Organization Alignment:

**Minimum:** 90.00%  
**Target:** 90.00%  
**Maximum:** 100.00%  
**Actual:** 90.00%

#### Manager Evaluation

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**Rating:** Meets Expectations (M)

**Comment:** Reliable adherence. Surface blockers earlier to protect sprint predictability.

#### Employee Evaluation

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**Rating:** Meets Expectations (M)

**Comment:** Consistently adhered to the team's Return-to-Office (RTO) policy by working on-site at least two days per week, and demonstrated flexibility by coming in more frequently when needed and aligns with expected Agile practices for knowledge sharing and continuous improvement.

#### 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

**Rating:** Exceeds Expectations (EE)

**Comment:** Take ownership of a measurable improvement item to expand scope.

#### Employee Evaluation

**Rating:** Exceeds Expectations (EE)

**Comment:** Actively collaborated with Business Analysts (BA), Quality Assurance (QA), and API/ Backend Developers. This shows initiative in breaking down silos and fostering a team-oriented environment and Ensuring alignment and timely delivery reflects a strong understanding of sprint goals and a commitment to delivering value.

#### Additional Manager Evaluation

#### Section Summary

#### Manager Evaluation

**Calculated Rating:** 3.25

**Rating:** Meets Expectations (M)

#### Employee Evaluation

**Calculated Rating:** 3.25

**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:** Meets Expectations (M)

**Comment:** Reliable contributor. Maintain early risk calls to protect delivery.

#### Employee Evaluation

**Rating:** Meets Expectations (M)

**Comment:** Shows reliability in collaborating with team members, leveraging their strengths to achieve effective solutions. These actions reflect a consistent and trustworthy approach to responsibilities, aligning well with expectations for dependability.

#### 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:** Agree

#### Employee Evaluation

**Rating:** Meets Expectations (M)

**Comment:** Demonstrates solid problem-solving and analytical skills by making decisions based on facts and breaking down complex issues into manageable components. Effectively identifies critical details, simplifies challenges, and maintains focus on underlying issues. Collaborates well with team members by leveraging their strengths to enhance problem-solving outcomes.

These behaviors align with expectations and contribute to consistent, thoughtful decision-making.

#### 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: Agree

#### Employee Evaluation

Rating: **Exceeds Expectations (EE)**

Comment: Consistently exceeds expectations in productivity by effectively managing a fair workload while proactively volunteering for additional responsibilities. Demonstrates strong task prioritization and time management skills, ensuring high-quality and timely delivery. Develops and follows clear, comprehensive work procedures that enhance efficiency and consistency. Actively promotes knowledge sharing within the team and seeks out new learning opportunities to expand expertise, contributing to both personal growth and team capability.

#### 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: Agree

#### Employee Evaluation

Rating: **Meets Expectations (M)**

Comment: Delivers high-quality work on time by directing efforts intelligently and efficiently. Takes full responsibility for individual performance, demonstrating accountability for both successes and areas for improvement. Maintains a steady focus on achieving results, aligning well with expectations for reliability and performance.

#### 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

Manager Evaluation

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Calculated Rating: 3.5  
Rating: Meets Expectations (M)

Employee Evaluation

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Calculated Rating: 3.25  
Rating: Meets Expectations (M)