

Overall

Manager Overall Evaluation

Calculated Rating: 3
Rating: Meets Expectations (M)
Comment: Development Focus Areas

Current Strengths to Build Upon

Learning Orientation - Genuine curiosity about new technologies and willingness to invest time in learning

Team Support Mindset - Natural inclination to help others and contribute to team success

Technical Interest - Proactive exploration of AI tools and integration possibilities
Self-Awareness - Realistic understanding of team dynamics and individual contribution opportunities

Critical Growth Areas (Next 3-6 Months)

Goal Execution - Transform learning and research into measurable outcomes and contributions
Consistency - Improve reliability in meeting deadlines and following through on commitments
Proactive Contribution - Move from reactive support to proactive initiative in team objectives
Communication - More regular updates on progress and clearer articulation of contributions

Specific Development Actions

Immediate Focus (Next 30 Days)

- Goal Setting: Work with manager to define specific, measurable contributions to AI innovation and team empowerment goals
- Communication Rhythm: Establish weekly check-ins to discuss progress, challenges, and support needs

- **Project Ownership:** Take ownership of one specific AI integration proof-of-concept with clear deliverables and timeline

Short Term (3 Months)

- **Technical Contribution:** Complete at least one measurable contribution to team AI adoption or process improvement
- **Consistency Building:** Demonstrate reliable delivery on all commitments with consistent timeline adherence
- **Peer Collaboration:** Initiate one knowledge-sharing or training session for team members

Medium Term (6 Months)

- **Strategic Alignment:** Contribute meaningfully to at least one strategic initiative with documented impact
- **Technical Growth:** Develop deeper expertise in chosen area (AI integration, custom components, etc.)
- **Leadership Readiness:** Take on mentoring or guidance role for newer team members

Patrick demonstrates solid potential with a positive attitude toward learning and team support. His willingness to explore new technologies like AI tools and his genuine desire to help team members provide a strong foundation for growth. However, there's a clear need to translate good intentions into measurable results and consistent execution.

The gap between research/learning activities and goal achievement indicates that Patrick would benefit from more structured approach to translating learning into actionable contributions. His self-assessment shows good self-awareness, and his positive attitude toward challenges suggests he's ready to embrace development opportunities.

Key Development Priorities:

- **Transform learning activities into measurable team contributions**
- **Improve consistency in meeting deadlines and commitments**

- Develop more proactive approach to contributing to strategic initiatives
- Enhance communication about progress and achievements

Positive Indicators:

- Genuine willingness to learn and grow
- Team-oriented mindset and helpful attitude
- Proactive exploration of relevant technologies
- Self-awareness about role within team dynamics

Employee Overall Evaluation

Calculated Rating: 3

Rating: Meets Expectations (M)

Comment: I will strive harder to show my skills and simultaneously learn other things that can help me and the team achieve great thing while doing the best on our jobs.

Acknowledgement

Manager

Entered by: Arjay Gallentes **Date:** 08/11/2025

Status: Acknowledge Review

Comment:

Employee

Entered by: Patrick Russel Robles **Date:** 08/11/2025

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

Rating: **Meets Expectations (M)**

Comment: Patrick shows good curiosity about AI tools and has taken initiative to research Windsurf AI. However, the goal completion indicates that research needs to translate into measurable outcomes. His interest in AI integration is positive, but we need to see more concrete application and contribution to team AI adoption goals.

Employee Evaluation

Rating: **Meets Expectations (M)**

Comment: I have researches and samples on the learning with AI mainly using Windsurf AI. I also want to continue on digging deeper on how we can integrate Windsurf AI with Outsystems or for Outsystems AI to fully support our AI use-cases.

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: In Progress

Completion Date:

Category: Strategic Initiative

Organization Alignment:

Minimum: 50.00%
Target: 80.00%
Maximum: 100.00%
Actual: 0.00%

Manager Evaluation

Rating: **Meets Expectations (M)**

Comment: Patrick shows team-oriented thinking and willingness to help others. His contribution through custom components shows technical capability, and his readiness to provide suggestions demonstrates engagement.

Employee Evaluation

Rating: **Meets Expectations (M)**

Comment: Helping the team through developing custom components and sharing suggestions on the complex / critical matters in development cycle.

Additional Manager Evaluation

Section Summary

Manager Evaluation

Calculated Rating: 3
Rating: **Meets Expectations (M)**

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: **Meets Expectations (M)**
Comment: Patrick demonstrates basic reliability and team support. He shows up for the team when help is needed and maintains a positive attitude about learning new things. His versatility and willingness to learn are valuable team assets. However, consistency in meeting deadlines and following through on commitments could be improved, as evidenced by late performance review submission.

Additional Manager Evaluation

Employee Evaluation

Rating: **Meets Expectations (M)**
Comment: The team can always count on me on any problem that might need help. I am also versatile and willing to learn anything that will help the team's progress.

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: Patrick approaches challenges with a positive attitude and willingness to help others with critical solutions. He demonstrates logical thinking and shows initiative in providing recommendations. However, there's opportunity to develop more systematic problem-solving approaches and to contribute more proactively to complex technical decisions.

Additional Manager Evaluation

Employee Evaluation

Rating: **Meets Expectations (M)**
Comment: I am always up for the challenge when thinking for solutions. I sometimes help others when there are critical solutions needed.

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: Patrick reports delivering quality services earlier than expected and using extra time for learning, which shows good time management awareness. His focus on learning technologies that could benefit the team demonstrates forward thinking.

Employee Evaluation

Rating: **Meets Expectations (M)**
Comment: I mostly deliver quality services earlier than expected. This also gives me time to review and learn other technologies that our team might need.

However, productivity metrics need to be more consistently measurable and aligned with team delivery goals.

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: **Meets Expectations (M)**

Comment: Patrick shows good intention in using extra time for learning and seeking solutions that make development processes more efficient. However, results focus needs to translate more clearly into measurable contributions and completed deliverables that impact team and organizational objectives.

Additional Manager Evaluation

Employee Evaluation

Rating: **Meets Expectations (M)**

Comment: I always use my extra time learning things and looking for other solutions that can make the team's development process more efficient.

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: Patrick demonstrates awareness of team dynamics and shows humility about his role within a high-performing team. His approach of providing recommendations and advice to team members shows emerging leadership thinking. This self-awareness is positive and provides a foundation for future leadership development.

Additional Manager Evaluation

Employee Evaluation

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

Comment: Since the team members are all highly capable, I don't have much chance to show my leadership skills. I sometimes just recommend things to my team members, some solutions that can help them on their problem and give possible advice that can make their next task more easy.

Section Summary

Manager Evaluation

Calculated Rating: **3**

Rating: **Meets Expectations (M)**

Employee Evaluation

Calculated Rating: **3**

Rating: **Meets Expectations (M)**