

Tianan, Paul Gabriel

Software Engineer
Manager: Rex Santos
Evaluated By: Rex Santos

July Impact Statement

Organization: Axos Business Center Team XIV (Rex Santos)
Location: ABC Manila Office
01/01/2025 - 06/30/2025

Acknowledgement

Manager

Entered by: Rex Santos Date: 08/13/2025
Status: Acknowledge Review
Comment:

Employee

Entered by: Paul Tianan Date: 08/13/2025
Status: Acknowledge Review
Comment:

Questions

What do you do? How do you describe your role, duties, and responsibilities? Please be specific.

Manager Evaluation

Response:

Employee Evaluation

Response: As a senior software developer, I specialize in designing and developing robust backend APIs to support scalable applications. I actively mentor junior developers, providing technical guidance and code reviews to foster growth and maintain code quality. I play a key role in resolving backend issues, participating in daily scrums, sprint planning, and refinement sessions. Additionally, I step into leadership responsibilities when team leads are unavailable, ensuring continuity and progress in project delivery.

What processes do you perform? Please refer to the specific process maps or procedures for the tasks you perform, manage, or have impacted. If no process map exists, please describe the task and write "no process map or procedure".

Manager Evaluation

Response:

Employee Evaluation

Response: As a senior software developer, I perform several key processes without a formal process map or documented procedure. I design, implement, and maintain backend APIs, troubleshoot and resolve backend issues, and support system stability in collaboration with QA and DevOps teams. I mentor junior developers through code

reviews and technical guidance, actively participate in Agile ceremonies such as daily scrums, sprint planning, and backlog refinement, and step into leadership responsibilities when leads are unavailable to ensure team alignment and progress.

What metrics do you use to manage your performance? How do you know you are doing a good job? Please be specific (number of calls per day, number of closed loans per month).

Manager Evaluation

Response:

Employee Evaluation

Response: To manage my performance as a senior software developer, I rely on several key indicators, although I do not have direct access to the exact figures. These include feedback from my manager's regular performance reviews, productivity tracking through ActiveTrak and Hands on Keyboard (HoK) metrics, and task completion and engagement levels monitored via Azure DevOps (ADO). While I cannot cite specific numbers, consistent positive feedback, timely delivery of tasks, active participation in team activities, and minimal escalations are strong indicators that I am performing well in my role.

How do you report progress to your supervisor? (What reports, meetings, etc?)

Manager Evaluation

Response:

Employee Evaluation

Response: I report my progress to my supervisor primarily through informal and collaborative updates, whether working onsite or remotely. This includes regular participation in daily scrum ceremonies where I share task updates, blockers, and accomplishments. Additionally, we conduct periodic catch-up meetings to discuss ongoing work, priorities, and any support needed. These interactions ensure continuous alignment and visibility into my contributions without the need for formal written reports.

Which processes / routine tasks have you improved / suggested improvement? What are the specific improvements suggested or made? a. Please refer to specific process maps and procedures for the processes you perform, manage, or have impacted, or if you have created a new process, please describe it. b. If suggested, please outline action steps to implement, include dependencies.

Manager Evaluation

Employee Evaluation

Response:

Response:

I have introduced several process improvements to enhance team efficiency and collaboration. First, I streamlined API management by creating a centralized source for all API test cases and collections, ensuring consistency and reducing duplication. Second, I improved the developer onboarding process by developing detailed documentation that outlines steps for requesting access and installing required software, resulting in a smoother and faster onboarding experience. Additionally, I implemented an automated notification system for pull request (PR) reviews, which alerts designated reviewers of open PRs. This has significantly accelerated the review and approval cycle, reducing delays in the development workflow. These improvements were implemented without formal process maps but have had a measurable impact on productivity. Dependencies included coordination with DevOps for access provisioning, collaboration with team leads for onboarding validation, and integration with our version control system for PR notifications.

What other improvements have you suggested (sales, product, group interactions, etc.)? Please be specific.

Manager Evaluation

Employee Evaluation

Response:

Response:

To support stronger team collaboration and morale, I have informally suggested several group interaction initiatives, including team hackathons, team-building activities, and team dinners. These suggestions aim to foster a more connected and engaged work environment, encourage knowledge sharing, and strengthen interpersonal relationships within the team. While not part of a formal process, these activities have been positively received and contribute to a more cohesive and motivated team culture.

What improvement opportunities exist to make your role more efficient? What ideas do you have to reduce waste or inefficient work? What are the required action steps?

Manager Evaluation

Employee Evaluation

Response:

Response:

One improvement opportunity to make my role more efficient is to leverage AI tools in development, such as using AI-assisted

coding or code review tools to speed up development and reduce minor errors. Another area for improvement is enhancing internal documentation and knowledge sharing, which can help reduce time spent on repetitive questions or onboarding. Required action steps include identifying suitable AI tools for integration, getting team alignment, and allocating time to update and maintain documentation regularly.

What improvements have you made or suggested?: How did you positively influence the attitude of your colleagues? Please be specific.

Manager Evaluation

Response:

Employee Evaluation

Response: To support team collaboration and improve code quality, I encouraged my colleagues to be more mindful of coding standards and to consistently use tools like SonarQube for static code analysis. Additionally, I promoted participation in the trial experience of AI tools such as Windsurf, helping the team explore how AI can assist in development tasks like code suggestions and reviews. These efforts positively influenced my colleagues by fostering a culture of continuous learning, openness to innovation, and shared responsibility for maintaining high-quality code.

What are your goals? What would you like to accomplish in the next six months? Please make your goals "SMART" - specific, measurable, attainable, relevant, and time-sensitive.

Manager Evaluation

Response:

Employee Evaluation

Response: Over the next six months, I aim to improve my performance as a Senior Software Developer by consistently using AI tools to support development tasks, ensuring all code aligns with established standards, actively promoting team collaboration, and developing my leadership skills through mentoring and initiative-taking—measured by feedback, project contributions, and visible team engagement.

What are your goals? What would you like to accomplish in the next 2 years? Goals over the longer term can be more aspirational.

Manager Evaluation

Employee Evaluation

Response:

Response: Over the next two years, my goal is to prepare for the next step in my career by progressively expanding my technical expertise, leadership capabilities, and cross-functional collaboration measured through increased ownership of complex projects, mentoring contributions, and consistent alignment with the expectations of a Principal Developer role ensuring that each step is achievable, relevant to my growth, and aligned with the team's long-term objectives.

Process Maps: Please list the names of all process maps in the iGrafx platform that relate to your specific role. If applicable, please list the names of process maps that relate to your specific role which have yet to be created, so that you get credit for these as well.

Manager Evaluation

Response:

Employee Evaluation

Response: N/A

Additional Feedback

Additional Feedback: Please feel free to tell us what else you would like us to know about your role in the company, or anything else on your mind.

Manager Evaluation

Response: Paul always display professionalism and help the team when needed be. he always available when needed. keep improving and don't hesitate to reach out when needed

Employee Evaluation

Response: I would appreciate support in achieving my professional goals in an environment that encourages continuous learning, growth, and collaboration ideally without unnecessary pressure and with a focus on making the journey both productive and enjoyable.