



Constantino, James Aaron

Sr. Software Engineer

Manager: Arjay Gallentes

Evaluated By:

July 2025 Performance Review

Organization: Axos Business Center Team VII (Arjay Gallentes)

Location: ABC Manila Office

01/01/2025 - 06/30/2025

Overall

Employee Overall Evaluation

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

Due Date: 06/30/2025      Status: Completed      Completion Date: 06/30/2025  
Category: Strategic Initiative  
Organization Alignment:  
Minimum: 20.00%  
Target: 30.00%  
Maximum: 100.00%  
Actual: 85.00%

Employee Evaluation

Rating: Exceeds Expectations (EE)  
Comment: As part of the AAS team, I focused on enhancing both delivery performance and functional expertise I consistently delivered 90% of assigned PBI's or task per sprint, improve my sprint velocity, and contributed to task completion time through Sprint planning and collaboration with the QA and Product Manager.  
  
Additionally, I consistently contributed to team knowledge sharing through documentation, sharing my knowledge to team in dev weekly meeting and dev demos. This efforts achieved both personal and team goals that were aligned with OKR's.

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, Cost Reduction/Mitigation  
Organization Alignment:  
Minimum: 50.00%  
Target: 80.00%

Maximum: 100.00%  
Actual: 90.00%

Employee Evaluation

Rating: Exceeds Expectations (EE)  
Comment: I prioritized engineering excellence by enforcing consistent code quality standards and solutions for the assigned task and PBI's, increased mastery both technical and functionalities of the system that will result on improving my sprint velocity and handling more complex tasks. I also, drove by engineering excellence by helping my teammates and documenting new learnings on the assigned tasks. These efforts improved overall team capability, velocity and technical alignment on the complex tasks.

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  
Organization Alignment:

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

Employee Evaluation

Rating: Exceeds Expectations (EE)  
Comment: I contributed beyond just code by participating in the Sprint planning and refinement sessions. Clarifying Acceptance criteria with the QA and Product Manager and aligning on the Definition of Done of the PBI with Tech Director. This collective ownership helped improve planning accuracy and team throughput.  
  
Also, I remained accountable with the team goals and sprint commitments, accomplishing tasks with minimal supervision. I attended retros to reflect on the blockers and adapted quickly this will help the team to maintain sprint velocity and quality in high-pressure situations.

Section Summary

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.

Employee Evaluation

Rating: Exceeds Expectations (EE)  
Comment: I consistently achieved sprint commitments and deliver high quality solutions in fast and high-pressure

environment, with minimal supervision. I stay accountable for my assigned tasks and PBI's, communicate potential blockers before the next sprint cycle, and support the team by picking up additional PBI's when needed. My reliability and dependability contributes with the team velocity and trust.

## 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.

### Employee Evaluation

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Rating: **Exceeds Expectations (EE)**

Comment: I actively break down complex task or bugs and propose solution. This includes optimizing the code and performance of the program, resolving and reducing potential bugs and implementing better software solutions and designs. I also engage in the sprint planning and refinement to extract learnings and continuously refine our development capabilities.

## 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.

### Employee Evaluation

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Rating: **Exceeds Expectations (EE)**

Comment: I managed my tasks efficiently across sprints and proactively look for areas that needs improvement. For example, I fixed an existing bug on trading that will show all the error messages encountered by the user. This will also prevent buying a specific product. I consistently contributed to the team documentation that will help the team to improve their mastery and velocity. Also, actively participated with the team knowledge sharing to help the team to upskill.

## Results Focus

Delivers comprehensive work on-time, intelligently, and efficiently directs efforts. Takes responsibility for own actions and individual success or failure.

### Employee Evaluation

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Rating: **Exceeds Expectations (EE)**

Comment: I maintain a strong delivery mindset and taking full ownership from the assigned PBI's. I align closely with the sprint goals and ensuring my efforts contributes to the team OKR's such as improving the team velocity and handling more complex PBI's. I always ensure quality through robust unit testing and analysis.

## 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.

### Employee Evaluation

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

Comment: N/A

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### Section Summary

## Employee Evaluation

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Calculated Rating: **4**

Rating: **Exceeds Expectations (EE)**