

Overall

Manager Overall Evaluation

Calculated Rating: 3.15  
Rating: Meets Expectations (M)  
Comment:

Peer Feedback:

Themes from Peer Feedback:

- **Collaboration:** Consistently demonstrates strong team collaboration and willingness to help others
- **Technical Skills:** Solid OutSystems development capabilities with room for growth in advanced features
- **Communication:** Adequate for routine interactions, with opportunity to enhance proactive knowledge sharing
- **Problem-Solving:** Good at addressing assigned issues, could improve in proactive problem identification

Specific Examples:

"Raynan collaborates well with the team and communicates clearly when working with others. While his communication is adequate for routine interactions, there is an opportunity to increase his impact by more proactively sharing knowledge and engaging in deeper technical discussions."

"He actively collaborates with the team to resolve issues and discuss blockers. And he's independent when it comes to collaborating with other teams such as API team, Product, and QA."

"Raynan demonstrates strong technical skills, particularly in managing PBIs. They consistently keep tasks up to date and well-documented throughout the sprint."

Development Focus and Specific Actions

Technical Skills Enhancement:

- Complete advanced OutSystems certification
- Lead one technical improvement initiative per quarter
- Document and share best practices with the team

Leadership Development:

- Mentor one junior developer on a quarterly basis
- Lead team retrospectives or knowledge-sharing sessions monthly
- Take ownership of one process improvement project

Communication and Collaboration:

- Proactively share technical insights in team discussions
- Create monthly knowledge-sharing presentations
- Establish regular check-ins with cross-functional team members

Raynan demonstrates solid performance as a Software Engineer with strong collaborative skills and

reliable task execution. His commitment to team success is evident. While he meets core expectations effectively, there are clear opportunities for growth in technical depth, proactive problem-solving, and leadership initiative. With focused development in these areas, Raynan has the potential to exceed expectations in future cycles. His positive attitude and team-oriented approach create a strong foundation for continued growth.

Employee Overall Evaluation

**Calculated Rating:** 3.3

**Rating:** Meets Expectations (M)

**Comment:** Over the past 6 months, I stayed focused on delivering consistent results, supporting my team, and meeting the responsibilities of my role. While there’s always room to grow, I’m proud of the steady contributions I made and the reliability I brought to our shared goals. I believe this reflects a solid performance that meets expectations.

Acknowledgement

Manager

**Entered by:** Arjay Gallentes **Date:** 08/15/2025

**Status:** Acknowledge Review

**Comment:**

Employee

**Entered by:** Raynan Asuncion **Date:** 08/15/2025

**Status:** Acknowledge Review

**Comment:** Really appreciate the feedback and I find it helpful to help me improve as individual and achieve more success with the team.

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:** Completed **Completion Date:** 06/30/2025

**Category:** Strategic Initiative

**Organization Alignment:**

**Minimum:** 20.00%

**Target:** 30.00%

**Maximum:** 100.00%

**Actual:** 70.00%

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

**Comment:**      Good initiative in attending the conference and exploring AI tools. To exceed expectations, document specific examples where AI-assisted development materially shortens delivery time and share these learnings with peers. Consider creating a brief knowledge-sharing session on AI integration benefits.

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

**Comment:**      The initiative in attending the OutSystems Developers Conference 2025 and exploration of OutSystems Mentor to enhance AI-assisted development skills directly supported the goal of accelerating mastery in Banking & Financial Services by equipping me with tools and insights to deliver faster, smarter, and more innovative financial solutions.

#### 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:**                      50.00%

**Target:**                         80.00%

**Maximum:**                     100.00%

**Actual:**                        80.00%

#### Manager Evaluation

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

**Comment:**      Solid execution of assigned tasks. To exceed expectations, proactively identify and suggest process improvements, document best practices, and mentor junior developers. Consider leading a small technical improvement initiative within the team.

#### Employee Evaluation

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

**Comment:**      I contributed to stronger team performance and development efficiency by enhancing collaboration and accelerating delivery of complex features. My efforts supported our Engineering Excellence goals by improving code quality, reducing rework, and enabling more consistent, high-impact outcomes.

#### 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: 80.00%

#### Manager Evaluation

Rating: **Meets Expectations (M)**

Comment: Good team contribution and policy compliance. To exceed expectations, take ownership of a specific team improvement initiative with measurable outcomes, actively mentor newer team members, and propose innovative solutions to team challenges.

#### Employee Evaluation

Rating: **Meets Expectations (M)**

Comment: Supported team success by following the onsite work policy and referring a capable OutSystems developer for a key project. These actions helped strengthen team collaboration, ensured the right skills were in place, and contributed to a culture of accountability and shared ownership.

#### 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: **Exceeds Expectations (EE)**

Comment: Reliable execution of assigned responsibilities. Next steps: proactively identify potential blockers before they impact delivery, maintain more detailed status updates, and take initiative in addressing team-wide challenges.

#### Employee Evaluation

Rating: **Exceeds Expectations (EE)**

Comment: I would say I've been consistently embodying the Five Pillars of Character. There were times that I extend my shift to accomplish an important task, and I always help my teammates whoever needs support.

#### 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: Good analytical approach to assigned

#### Employee Evaluation

Rating: **Exceeds Expectations (EE)**

Comment: I would rate myself above average in

problems. To exceed expectations, proactively identify potential issues before they arise, suggest innovative solutions to complex challenges, and document problem-solving approaches for team knowledge sharing.

Breaking down problems and understanding the underlying issue since I've been successfully fixing bugs or issues raised by the QAs for APW. Also, been helping the team to identify the right developer to be assigned to a specific issue/task based on our strengths to optimize problem solving.

#### Additional Manager Evaluation

### 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:** Good work ethic and task completion. To exceed expectations, optimize task batching to reduce context switching, proactively identify efficiency improvements, and take on more complex technical challenges independently.

#### Employee Evaluation

**Rating:** **Exceeds Expectations (EE)**  
**Comment:** Been asking for new PBI/Task whenever I'm finished with my current one. Involved in prioritizing team commitments and participating in dev pairing and sharing knowledge with my teammates

#### 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:** **Exceeds Expectations (EE)**  
**Comment:** Reliable delivery of assigned work. To exceed expectations, proactively identify opportunities to improve sprint outcomes, suggest process optimizations, and take ownership of broader project success beyond individual tasks.

#### Employee Evaluation

**Rating:** **Exceeds Expectations (EE)**  
**Comment:** Most of my PBIs or tickets were delivered on time based on Dev Target Date except for the ones that have blockers due to backend issue or product clarifications. Whenever a bug ticket is raised and I know that it's related to my previous change/task, I immediately take that bug for me to fix it.

#### Additional Manager Evaluation

### 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

#### Section Summary

#### Manager Evaluation

**Calculated Rating:** 3.5

#### Employee Evaluation

**Calculated Rating:** 4

