



Reyes, Christopher

Sr. 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: 3.47
Rating: Meets Expectations (M)
Comment:

Christopher is a dependable and process-oriented engineer who demonstrates strong commitment to documentation, knowledge sharing, and team process improvement. His ability to achieve his team/individual goal while maintaining quality focus and contributing to team capability development makes him a valuable team asset.

Christopher's strength lies in his systematic approach to identifying and addressing process gaps, particularly in documentation and knowledge transfer. His proactive leadership in sprint coordination and recruitment support demonstrates mature professional judgment and team-first thinking.

With continued development of technical leadership capabilities and expanded involvement in strategic planning, Christopher is well-positioned for advancement to more key roles. His foundation of strong process thinking and commitment to team improvement provides an excellent platform for increased responsibilities.

Development Recommendations:
Short-term (Next 6 months)

- **Advanced Technical Certifications:** Pursue advance certifications in legacy system modernization and development tools
- **Mentoring Development:** Begin formal mentoring of junior developers in documentation and development best practices

- **Process Innovation:** Lead one significant process improvement initiative beyond documentation
- **Cross-Functional Collaboration:** Increase involvement in product requirements gathering and stakeholder communication

Long-term (6-24 months)

- **Legacy System Expertise:** Develop specialized expertise in legacy system modernization and migration strategies
- **Process Architecture:** Take ownership of development process standardization and improvement across teams
- **Knowledge Management Leadership:** Lead organizational knowledge management and documentation initiatives

Employee Overall Evaluation

Calculated Rating: 3

Rating: Meets Expectations (M)

Comment:

Acknowledgement

Manager

Entered by: Arjay Gallentes

Date: 08/06/2025

Status: Acknowledge Review

Comment:

Employee

Entered by: Christopher Reyes

Date: 08/05/2025

Status: Acknowledge Review

Comment:

Goals

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

Organization Alignment:

Minimum: 80.00%

Target: 100.00%

Maximum: 100.00%

Actual: 100.00%

Manager Evaluation

Rating: Exceeds Expectations (EE)

Comment:

Christopher's proactive recognition of documentation gaps and creation of detailed guides for table/XREF file creation demonstrates exceptional engineering excellence mindset. His participation in weekly knowledge-sharing sessions ensures critical learnings are preserved and transferred, directly contributing to sustainable engineering practices and team capability development.

Employee Evaluation

Rating: Meets Expectations (M)

Comment:

-Recognized the absence of existing documentation and proactively joined the team's Weekly Knowledge-Sharing Sessions to ensure that key learnings would not be lost.
-Created a detailed guide on how to create a table or XREF file—filling a critical documentation gap. This resource now serves as a reference point for current and future developers.

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.

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: 100.00%

Manager Evaluation

Rating: **Exceeds Expectations (EE)**

Comment: Christopher's leadership initiative in convening the team for Sprint review and planning, preventing delays in the sprint cycle, demonstrates exceptional accountability and team empowerment. His proactive coordination with leadership for Sprint Review template updates shows mature process improvement thinking. These actions directly contributed to team efficiency and process optimization.

Additional Manager Evaluation

Employee Evaluation

Rating: **Meets Expectations (M)**

Comment: - Took initiative to convene the team and proceed with the scheduled sprint review and planning for Sprint 1, preventing delays in the sprint cycle
- Proactive coordination with Lead for the Sprint Review template update to better align with the team's evolving needs, improving clarity and structure for future reviews

Recruitment & Talent Excellence

Strengthen the organization's ability to attract, engage, and retain top-tier talent through streamlined recruitment processes, strategic outreach, and a culture of continuous improvement.

Due Date: 06/30/2025

Status: Completed

Completion Date: 06/30/2025

Category: Strategic Initiative, Operational Initiative

Organization Alignment:

Minimum: 80.00%

Target: 100.00%

Maximum: 100.00%

Actual: 100.00%

Manager Evaluation

Rating: **Meets Expectations (M)**

Comment: Agree

Employee Evaluation

Rating: **Meets Expectations (M)**

Comment: - Continued participation in Non-Java/Java Screening and Technical interviews, providing structured observations and feedback on candidate responses and behavior for six interviewees. This helped ensure consistent evaluation standards and informed hiring decisions.
- Compiled and shared a comprehensive list of essential developer tools and access links for the AAS ABC Dev Team in Confluence, streamlining the onboarding process for new team members (ex. Jude), reducing reliance of new team member from senior members, and reducing ramp-up time.

Additional Manager Evaluation

Section Summary

Manager Evaluation

Calculated Rating: 3.67

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:	Christopher consistently demonstrates reliability through his systematic approach to complex development tasks. His work on the Document Delivery Methods screen, successfully delivering a working version with minimal guidance, shows strong independence and accountability. His ability to navigate development tool challenges (FME) and coordinate effectively with SMEs across time zones demonstrates professional dependability.

Employee Evaluation

Rating:	Meets Expectations (M)
Comment:	These have been met through work with PBIs related to creation of new Document Delivery Methods screen: was able to demo and push a working version to QA environment with only the instruction of "copy how ACNT.MISC2 program works", and an overview of what is the requirement, uncovering additional development requirements only while going through the development process. Information on how to use the development tools FME was through trial and error, taking note of the buggy nature of the development tool, adding to testing complexity for a person not familiar with the said tool. Utilized also the knowledge of SME, working with him on his schedule given the time difference, to schedule almost daily meetings for a specific period of the development to further push the program in better working state fit for demo. Knowledge gained through these PBIs have been documented and initial documentation has been shared with the team members for their (future) reference.

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:	Christopher shows strong analytical capabilities through his systematic approach to following PBI acceptance criteria and proactive information seeking from SMEs and Product Owners. His diligent addition of displays to ensure proper program functionality before QA handover demonstrates thoughtful problem-solving approach and quality consciousness.

Employee Evaluation

Rating:	Meets Expectations (M)
Comment:	Follows the PBI's acceptance criteria when doing development. Seeks information from SME/Product Owner/QA on unclear requirements. Due to the available development tool's functionality, diligently adds displays on the program being developed to ensure the program is working properly before handing it over to QA for testing. Any items still unclear are coordinated with the proper SME (within

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: Christopher's productivity extends beyond individual task completion to include valuable documentation and knowledge transfer activities. His systematic documentation of new learnings (XREF and Screens documentation) and exploration of AI tools like Copilot for troubleshooting demonstrates forward-thinking productivity approach that benefits the entire team.

Employee Evaluation

Rating: **Meets Expectations (M)**

Comment: Documents any new information learned from any task (ex. XREF and Screens documentation). Testing also integration of AI tools like CoPilot especially in troubleshooting bugs.

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: Christopher maintains consistent communication and responsiveness to Product Owner queries regarding PBI status and Document Delivery Method development. His systematic approach to addressing requirements and maintaining stakeholder communication shows solid results orientation and professional accountability.

Employee Evaluation

Rating: **Meets Expectations (M)**

Comment: Answers all queries/emails from Product Owner regarding status of PBIs / bugs related to Document Delivery Method.

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**

Employee Evaluation

Calculated Rating: **3**

Rating:

Meets Expectations (M)

Rating:

Meets Expectations (M)