Taladiar, Dietrich

Sr. Software Engineer

Manager: Arjay Gallentes
Evaluated By: Dietrich Taladiar

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: 3.31

Rating: Meets Expectations (M)

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%

Employee Evaluation

Rating: **Meets Expectations (M)**

Comment: I met expectations this milestone by effectively leveraging Copilot, guided by my experience in JavaScript. My technical knowledge helped me craft clear prompts and implement tailored solutions efficiently, especially for the APW project

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:	20.00%
Target:	30.00%
Maximum:	100.00%
Actual:	0.00%

Employee Evaluation

Rating: **Meets Expectations (M)**

Comment: I met expectations this milestone by actively contributing to development pairing sessions focused on complex features and bugs, enhancing team problem-solving and delivery speed. I also helped reduce defects and rework by promoting clean, maintainable code through adherence to best practices, aligning with our commitment to engineering excellence.

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%

Employee Evaluation

Rating: **Exceeds Expectations (EE)**

Comment: Exceeded expectations this milestone by actively driving collaboration in sprint planning and daily stand-ups. Took initiative in aligning with business analysts, QAs, and API/backend developers to enhance communication, resolve blockers proactively, and accelerate project delivery with consistent progress.

--- Section Summary ---

Employee Evaluation

Calculated Rating: 3.33
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.

Rating: Meets Expectations (M)

Comment: I manage tasks independently, meet deadlines, stay focused under pressure, and adapt well to change. I maintain reliable attendance and punctuality.

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

Rating: Meets Expectations (M)

Comment: I approach problems by breaking them down into smaller, manageable parts and identifying the root cause to ensure effective resolution. I also know when to seek input from my team and when to make independent decisions to move things forward.

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

Rating: Exceeds Expectations (EE)

Comment: I proactively look for additional tasks once I complete my workload, and I readily offer support to team members and colleagues across other departments.

Results Focus

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

Employee Evaluation

Rating: Meets Expectations (M)

Comment: I consistently meet deadlines and take full ownership of my work. When bugs or issues arise, I act promptly to resolve them. For instance, I am responsible for a specific module and hold myself accountable for any problems that occur, ensuring they are addressed efficiently and accurately.

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

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

Comment: NA

Section Summary

Employee Evaluation

Calculated Rating: 3.25
Rating: Meets Expectations (M)