Barro, Prince Joedymar Jud

OutSystems Software Developer

Manager: Arjay Gallentes

Evaluated By: Prince Joedymar Jud Barro

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: 3.23

Rating: Meets Expectations (M)

Comment: Throughout this review period, I have consistently demonstrated accountability, collaboration, and a commitment to quality. I delivered work on time with minimal defects, actively participated in cross-functional efforts, and explored AI tools to improve development efficiency. I also contributed to team initiatives and supported a culture of continuous improvement. I remain focused on aligning my efforts with team and organizational goals, and I look forward to continuing to grow and contribute in meaningful ways.

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:** 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 actively explored AI tools within the OutSystems ecosystem to identify opportunities for enhancing project workflows. I also integrated Microsoft Copilot into my daily development tasks, leveraging it to generate boilerplate code, suggest logic structures, and improve code efficiency. These efforts supported the broader goal of accelerating AI innovation and improving development productivity, aligning with our objective of increasing AI adoption and reducing manual effort

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:	In Progress

Completion Date:

Category: Strategic Initiative

Organization Alignment:

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

Employee Evaluation

Rating: **Exceeds Expectations (EE)**

Comment: I contributed to engineering excellence by developing reusable components in OutSystems to help reduce repetitive work and improve development efficiency. I maintained a strong focus on delivering PBIs with minimal defects, as reflected in QA feedback. I also participated in code reviews to support early issue detection and promote coding best practices. These efforts aligned with our goals of improving code quality, reducing rework, and supporting faster, more reliable feature delivery.

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: In Progress Completion Date:

Category: Strategic Initiative

Organization Alignment:

Minimum: 50.00%
Target: 80.00%
Maximum: 100.00%
Actual: 0.00%

Employee Evaluation

Rating: **Meets Expectations (M)**

Comment: I contributed to building a culture of collaboration and accountability by actively engaging in cross-functional efforts and promoting knowledge sharing. I collaborated with QA through feature walkthroughs to ensure smoother testing processes and participated in sprint demos to clearly communicate feature behavior and gather early feedback. These efforts helped improve team visibility, foster collaboration, and align with our goal of empowering teams to contribute meaningfully to ABC Strategy

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.

Employee Evaluation

Rating: **Meets Expectations (M)**

Comment: I consistently demonstrated the Five Pillars of Character by maintaining a strong sense of accountability, reliability, and respect in all aspects of my work. I took initiative in exploring AI tools, collaborated effectively across teams, and contributed to a positive and supportive team environment. I remained focused under pressure, and delivered high-quality outputs. These actions reflect my commitment to personal excellence, adaptability, and uplifting those around me.

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 consistently approached problem-solving by breaking down complex tasks into manageable components and focusing on critical details. I used available data and feedback to guide development decisions and collaborated with team members to ensure solutions were well informed and aligned with project goals. I also leveraged the strengths of others, particularly during feature walkthroughs and code reviews, to optimize outcomes and maintain high standards.

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: **Meets Expectations (M)**

Comment: I effectively managed my workload by prioritizing tasks and maintaining consistent delivery of high-quality outputs. I supported team efficiency by developing reusable components, I also sought opportunities to expand my skills, particularly by exploring AI tools within the OutSystems ecosystem to enhance development workflows.

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 delivered work on time and ensured it met quality standards by using available tools and best practices. I took ownership of my tasks and remained accountable for outcomes, whether successful or requiring improvement. I directed my efforts efficiently to support team goals and maintain steady progress across deliverables.

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:	While I'm not in a formal leadership role, I try to lead through action by staying aligned with team goals and supporting collaboration. I've taken initiative in exploring tools and practices like AI integration that contribute to our long-term direction. I also make an effort to share what I learn and support others in solving problems, which helps us move forward as a team.

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Employee Evaluation

Calculated Rating: 3
Rating: Meets Expectations (M)