

Overall

Employee Overall Evaluation

Calculated Rating: 3.69
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 used AI tools that can be utilized in OutSystems to enhance coding efficiency. I also had used the MS Copilot to cut down on manual work and speed things up

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: Exceeds Expectations (EE)

Comment: I have actively contributed to development pairing sessions focused on resolving complex features and bugs, which helped enhance team problem-solving and improve delivery speed.

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: I actively participated in development pairing sessions to tackle complex features and bugs, which strengthened team collaboration and improved delivery speed. Additionally, I contributed to reducing defects and rework by promoting clean, maintainable code and consistently applying best practices—supporting our team's focus on engineering excellence.

Section Summary

Employee Evaluation

Calculated Rating: 3.67

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: Exceeds Expectations (EE)

Comment: I would say that I demonstrate the five pillars as there are cases that I would completed the assigned task if there is an urgency on it. I would go beyond my shift hours to complete the said task. There are cases when I also would support my teammates.

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: Exceeds Expectations (EE)

Comment: I would consider my ability to break down complex problems and identify root causes to be above average since there are complex issues that is being raised in APW and I would connect with the member that may have been assigned to the task to discuss

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 believe my ability to break down complex problems and identify root causes is above average. When intricate issues arise in APW, I proactively engage with the team member assigned to the task to discuss and collaborate on effective solutions.

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 would take initiative by asking for PBI or tasks. I'm actively involved in helping prioritize team commitments and regularly participate in developer pairing sessions. I also make it a point to share knowledge and collaborate closely with my teammates to support continuous learning and team growth.

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: 3.75

Rating: Meets Expectations (M)