# Constantino, James Aaron

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:** 4

**Rating:** Exceeds Expectations (EE)

**Comment:**

James is an exceptional engineer who consistently demonstrates technical excellence, leadership potential, and outstanding contribution to team success. His ability maintaining exceptional quality standards and supporting team development makes him an invaluable team/organization asset.

James's systematic approach to engineering excellence, combined with his proactive problem-solving capabilities and commitment to knowledge sharing, positions him as a natural technical leader. His consistent delivery of complex tasks, improvement of sprint velocity, and enhancement of team capabilities demonstrate both current high performance and significant potential for expanded responsibilities.

His exceptional competency ratings across all dimensions, outstanding goal achievement, and mature approach to cross-functional collaboration clearly indicate readiness for advancement to technical leadership roles. James Aaron represents the ideal combination of technical excellence, team collaboration, and professional growth mindset.

Development Recommendations

## Short-term (Next 6 months)

- Technical Leadership: Take ownership of complex technical initiatives especially cross-team coordination

- Advanced Skills development, and certifications: Pursue advanced technical certifications to formalize expertise and leadership capabilities

- Formal Mentoring Program: Develop structured mentoring approach for team member development

- Architecture Participation: Partner with Onshore and increase involvement in system architecture decisions and planning

## Long-term (6-24 months)

- Architecture / Technical Lead Track: Prepare for advancement to Technical Lead or Lead Developer role with expanded responsibilities

- Cross-Functional Project Leadership: Lead major initiatives requiring coordination across development, QA, and product teams

- Advanced Specialization: Develop expertise in emerging technologies

- Organizational Impact: Take ownership of initiatives with company-wide impact and visibility

## Employee Overall Evaluation

Calculated Rating:   4

Rating:                    Exceeds Expectations (EE)

Comment:

# Acknowledgement

## Manager

| | | | |
|---|---|---|---|
| **Entered by:** | Arjay Gallentes | **Date:** | 08/06/2025 |
| **Status:** | Acknowledge Review | | |
| **Comment:** | | | |

## Employee

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|---|---|---|---|
| **Entered by:** | James Aaron Constantino | **Date:** | 08/05/2025 |
| **Status:** | Acknowledge Review | | |
| **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.

| **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: | 85.00% |

### Manager Evaluation

**Rating:** Exceeds Expectations (EE)

**Comment:** James's consistent delivery of assigned PBIs per sprint, combined with improved sprint velocity and enhanced task completion times, demonstrates exceptional productivity and technical mastery. His systematic approach to knowledge sharing through documentation, dev weekly meetings, and dev demos creates lasting value for team capability development.

### Employee Evaluation

**Rating:** Exceeds Expectations (EE)

**Comment:** As part of the AAS team, I focused on enhancing both delivery performance and functional expertise I consistently delivered 90% of assigned PBI's or task per sprint, improve my sprint velocity, and contributed to task completion time through Sprint planning and collaboration with the QA and Product Manager.

Additionally, I consistently contributed to team knowledge sharing through documentation, sharing my knowledge to team in dev weekly meeting and dev demos. This efforts achieved both personal and team goals that were aligned with OKR's.

### 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

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|---|---|---|---|---|
| Due Date: | 06/30/2025 | Status: | Completed | Completion Date: | 06/30/2025 |

Category: Strategic Initiative, Cost Reduction/Mitigation

Organization Alignment:

Minimum: 50.00%
Target: 80.00%
Maximum: 100.00%
Actual: 90.00%

| **Manager Evaluation** | **Employee Evaluation** |
|---|---|
| Rating: **Exceeds Expectations (EE)** | Rating: **Exceeds Expectations (EE)** |
| Comment: James's enforcement of consistent code quality standards, increased mastery of both technical and functional aspects, and ability to handle increasingly complex tasks demonstrate senior-level technical leadership. His commitment to helping teammates and documenting new learnings shows exceptional dedication to team capability enhancement and knowledge transfer. | Comment: I prioritized engineering excellence by enforcing consistent code quality standards and solutions for the assigned task and PBI's, increased mastery both technical and functionalities of the system that will result on improving my sprint velocity and handling more complex tasks. I also, drove by engineering excellence by helping my teammates and documenting new learnings on the assigned tasks. These efforts improved overall team capability, velocity and technical alignment on the complex tasks. |

**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: 80.00%

| **Manager Evaluation** | **Employee Evaluation** |
|---|---|
| Rating: **Exceeds Expectations (EE)** | Rating: **Exceeds Expectations (EE)** |
| Comment: James demonstrates mature understanding of team dynamics and accountability. His active participation in Sprint planning and refinement sessions, collaborative approach to clarifying acceptance criteria with QA and Product Manager, and alignment on Definition of Done show exceptional cross-functional collaboration and ownership mindset. | Comment: I contributed beyond just code by participating in the Sprint planning and refinement sessions. Clarifying Acceptance criteria with the QA and Product Manager and aligning on the Definition of Done of the PBI with Tech Director. This collective ownership helped improve planning accuracy and team throughput.<br><br>Also, I remained accountable with the team |

goals and sprint commitments, accomplishing tasks with minimal supervision. I attended retros to reflect on the blockers and adapted quickly this will help the team to maintain sprint velocity and quality in high-pressure situations.

Additional Manager Evaluation

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Section Summary

## Manager Evaluation

Calculated Rating: 4
Rating: Exceeds Expectations (EE)

## Employee Evaluation

Calculated Rating: 4
Rating: Exceeds Expectations (EE)

# 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 | | Employee Evaluation | |
|---|---|---|---|
| Rating: | Exceeds Expectations (EE) | Rating: | Exceeds Expectations (EE) |
| Comment: | James consistently demonstrates exceptional reliability through his achievement of sprint commitments and delivery of high-quality solutions under pressure with minimal supervision. His proactive communication of potential blockers before sprint cycles and willingness to pick up additional PBIs when needed exemplifies outstanding team dependability and commitment to collective success. | Comment: | I consistently achieved sprint commitments and deliver high quality solutions in fast and high-pressure environment, with minimal supervision. I stay accountable for my assigned tasks and PBI's, communicate potential blockers before the next sprint cycle, and support the team by picking up additional PBI's when needed. My reliability and dependability contributes with the team velocity and trust. |

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 | | Employee Evaluation | |
|---|---|---|---|
| Rating: | Exceeds Expectations (EE) | Rating: | Exceeds Expectations (EE) |
| Comment: | James's analytical capabilities are exemplary, demonstrated through his systematic approach to breaking down complex tasks and bugs while proposing comprehensive solutions. His focus on code optimization, performance improvement, bug resolution, and implementation of better software solutions and designs shows advanced technical problem-solving skills that | Comment: | I actively break down complex task or bugs and propose solution. This includes optimizing the code and performance of the program, resolving and reducing potential bugs and implementing better software solutions and designs. I also engage in the sprint planning and refinement to extract learnings and continuously refine our development capabilities. |

contribute significantly to system quality and team capability.

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 | | Employee Evaluation | |
|---|---|---|---|
| Rating: | Exceeds Expectations (EE) | Rating: | Exceeds Expectations (EE) |
| Comment: | James's productivity management is outstanding, evidenced by his efficient task management across sprints and proactive identification of improvement opportunities. His initiative in fixing existing bugs that enhance user experience, combined with consistent contribution to team documentation and active participation in knowledge sharing, demonstrates superior productivity with lasting impact. | Comment: | I managed my tasks efficiently across sprints and proactively look for areas that needs improvement. For example, I fixed an existing bug on trading that will show all the error messages encountered by the user. This will also prevent buying a specific product. I consistently contributed to the team documentation that will help the team to improve their mastery and velocity. Also, actively participated with the team knowledge sharing to help the team to upskill. |

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 | | Employee Evaluation | |
|---|---|---|---|
| Rating: | Exceeds Expectations (EE) | Rating: | Exceeds Expectations (EE) |
| Comment: | Jamesmaintains an exceptional delivery mindset with full ownership of assigned PBIs. His close alignment with sprint goals and contribution to team OKRs, including improving team velocity and handling more complex PBIs, demonstrates outstanding results orientation. His commitment to quality through robust unit testing and comprehensive analysis ensures sustainable high performance. | Comment: | I maintain a strong delivery mindset and taking full ownership from the assigned PBI's. I align closely with the sprint goals and ensuring my efforts contributes to the team OKR's such as improving the team velocity and handling more complex PBI's. I always ensure quality through robust unit testing and analysis. |

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 | | Employee Evaluation | |
|---|---|---|---|
| Rating: | N/A  (Only use for Competency Rating) | Rating: | N/A  (Only use for Competency Rating) |
| Comment: | N/A | Comment: | N/A |

Additional Manager Evaluation

Section Summary

## Manager Evaluation

| | |
|---|---|
| Calculated Rating: | 4 |
| Rating: | Exceeds Expectations (EE) |

## Employee Evaluation

| | |
|---|---|
| Calculated Rating: | 4 |
| Rating: | Exceeds Expectations (EE) |