Riños, Christopher Jan

Software Engineer

Manager: Arjay Gallentes

Evaluated By: Christopher Jan Riños

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: 3.69

Rating: Meets Expectations (M)

Comment: I successfully achieved my goals by consistently delivering high-quality, scalable data models that met both technical and business requirements. Through close collaboration with cross-functional teams, I resolved complex data issues and ensured seamless integration across systems. My ability to visualize data structures through ERDs, automate repetitive tasks, and maintain clear documentation showcased my strengths in problem-solving, communication, and process optimization. These efforts not only improved team efficiency but also reinforced my commitment to continuous improvement and technical excellence.

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.

- **AI Tool Installation and Enablement**: Ensure the installation and baseline configuration of AI tools across the team to enable AI-assisted development workflows.
- **AI-Powered Task Automation**: Automate core development tasks—such as SQL script generation, report creation, and documentation—using AI tools to reduce manual effort and increase efficiency.
- **AI-Powered Documentation and Guides**: Create guides and manuals using AI tools to support onboarding, promote tool adoption, and ensure consistent understanding of newly developed scripts and processes.

Due Date: 06/30/2025   **Status:** Completed   **Completion Date:** 06/30/2025

Category: Strategic Initiative, Operational Initiative

Organization Alignment:

Employee Evaluation

Rating: **Meets Expectations (M)**

Comment: I believe I did my best to bring real value by making our work easier and faster through the various AI tools. From setting up the tools to automating tedious tasks and creating helpful guides, I focused on making a lasting impact. It feels good to know these efforts helped the team move faster and with more confidence.

Achieve Engineering Excellence

Achieve engineering excellence through faster, high-quality feature delivery, minimizing defects, reducing rework, and strengthening AI/automation-driven development.

- **Reduce Lead Time**: Reduce lead time for Data Modeling tasks by leveraging AI tools, automation, and reusable components to accelerate delivery and minimize manual effort.

- **Defect Prevention**: Prevent defects early in the development process to ensure high-quality, reliable, and maintainable output.
- **High Quality Output:** Improve the accuracy, consistency, and reliability of data modeling tasks and deliverables through peer collaboration and thorough validation.

Due Date: 06/30/2025	**Status:** Completed	**Completion Date:** 06/30/2025	

Category: Strategic Initiative, Operational Initiative

Organization Alignment:

Employee Evaluation

Rating: **Exceeds Expectations (EE)**

Comment: I believe I go above and beyond by consistently driving innovation, efficiency, and quality in my work. Through the strategic use of AI tools, automation, and reusable components, I've significantly reduced lead times and minimized manual effort in data modeling tasks. My initiatives—such as automating SQL comparisons, generating scripts from legacy sheets, and consolidating environment reports—demonstrate a proactive approach to solving problems and preventing defects early. I actively engage in peer reviews, seek feedback, and collaborate with stakeholders to ensure that outputs are accurate, reliable, and aligned with business needs. My commitment to continuous improvement and high standards contributes meaningfully to team success.

Empowered & Accountable Teams

Build a culture of engagement, accountability, and collaboration, where every team member actively contributes to the success of ABC Strategy.
- **Increase Visibility**: Increase 90% team visibility through chat/channels on progress, challenges, and wins for all AUC initiatives for awareness of cross-team work and success recognition.
- **Increase Cross functional collaboration**: Increase cross-functional collaboration by ensuring shared deliverables involve members from different teams.
- **Create and maintain centralized knowledge**: Create and maintain a centralized knowledge repository with at least 80% team contribution on standards, how-tos, documentation and decisions.

Due Date: 06/30/2025	**Status:** Completed	**Completion Date:** 06/30/2025	

Category: Strategic Initiative, Operational Initiative

Organization Alignment:

Employee Evaluation

Rating: **Exceeds Expectations (EE)**

Comment: I believe I've taken meaningful steps toward building a culture of collaboration and accountability—not just within my team, but across others as well. I actively share updates, ask for progress, and make sure important announcements don't go unnoticed. I regularly attend project meetings and actively contribute during scrum ceremonies, retrospectives, and other team discussions. Whether it's offering help, coordinating shared deliverables, or contributing to our knowledge base, I've made it a point to stay engaged and support the success of our strategy together.

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 take my responsibilities seriously and always try to follow through on what I commit to. I stay on top of my tasks, manage my time well, and don't need a lot of hand-holding to get things done. When things change or get hectic, I stay calm and focused, doing my best to adapt and keep things moving forward. I hold myself to high standards—not just in terms of deadlines, but also in the quality of what I deliver. I also try to be someone my teammates can count on—not just for the work, but for support, collaboration, and a positive attitude. I genuinely care about the success of our projects and the people I work with, and I think that shows in how I show up every day.

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 like breaking down complex problems and finding smart, practical ways to solve them. Whether it's using automation or AI tools to simplify SQL comparisons or streamline data modeling, I'm always looking for ways to make things more efficient and less error-prone. I don't try to solve everything alone either—I really value working with the team, bouncing around ideas, and learning from each other's strengths. Whether I'm resolving inconsistencies across environments or validating models, I try to approach each challenge with a mix of logic, creativity, and collaboration to get the best results.

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 try to be smart about how I work, not just how much I work. I've built reusable scripts and applications, and automated parts of my workflow to save time and cut down on repetitive tasks. When there's an opportunity to take on something new—especially if it helps the team or lets me grow technically—I'm usually one to volunteer. I also believe knowledge is meant to be shared, so I make an effort to document what I learn and walk others through it when it's helpful. Staying organized, being curious, and always looking for ways to improve help me stay productive and contribute consistently.

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:	Exceeds Expectations (EE)
Comment:	I take pride in delivering work that's not just on time, but also thoughtful and complete. I try to be intentional with how I spend my time—focusing on what really matters and making sure my efforts lead to meaningful

outcomes. When things go well, I celebrate the win with the team. When they don't, I own it, learn from it, and adjust quickly. I care deeply about the quality of my work and the impact it has, and I'm always looking for ways to improve and contribute more effectively.

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: I try to lead by example and support the team in ways that help us all move forward together. Whether it's leading our scrum meetings, sharing important updates, or just being available when someone needs help, I do my best to keep things running smoothly and make sure everyone feels informed and supported. I also try to create space for collaboration—sharing what I've learned, encouraging others to do the same, and helping connect the dots when we're solving problems together. I may not have a formal leadership title, but I take initiative, think about the bigger picture, and try to contribute to a positive, forward-thinking team culture.

—— Section Summary ——

Employee Evaluation

Calculated Rating: 3.75
Rating: Meets Expectations (M)