



Asi, Joshua

Software Engineer

Manager: Arjay Gallentes

Evaluated By:

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: 4
Rating: Exceeds Expectations (EE)
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: Cost Reduction/Mitigation
Organization Alignment:

Employee Evaluation

Rating: Exceeds Expectations (EE)
Comment: Utilizing AI for development experience.

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: Completed Completion Date: 06/30/2025
Category: Strategic Initiative, Compliance/Risk Mitigation, Cost Reduction/Mitigation
Organization Alignment:

Employee Evaluation

Rating: Exceeds Expectations (EE)
Comment: Demonstrating my finish scripts every weekly meeting and sharing knowledge that I have by leveraging the experience that I have as a Software Engineer.

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: Completion Date: 06/30/2025

Completed

Category: Strategic Initiative, Operational Initiative

Organization Alignment:

Employee Evaluation

Rating: **Exceeds Expectations (EE)**

Comment: Ensuring I am leveraging my experience as a Software Engineer, I am sharing knowledge during weekly meeting and if someone asks for help I am willing to give a helping hand.

Section Summary

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.

Employee Evaluation

Rating: **Exceeds Expectations (EE)**

Comment: I communicate clearly, and follows through on all assigned tasks. My adaptability and professionalism made me a dependable contributor in our team

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 approach problems logically and makes decision based on factual analysis. Whether debugging automation scripts or helping failed test cases, I also ensure issues are fully understood before proposing solutions.

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 manage my workload effectively and consistently deliver 15-20 automated test scripts per sprint, ensuring quality without comprising speed. I balance task volume with attention to detail, contributing meaningfully in QA tasks.

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 am outcome-oriented and consistently delivering the deliverable within sprint timelines. I ensure no QA activity overflows into the next sprint, demonstrating strong time management and a clear focus on delivering value to the team.

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 exhibit strong leadership traits by sharing knowledge, supporting teammates, and demonstrating initiative. My T-shaped mindset enables me to bridge backend and QA processes, making me a collaborative and forward-thinking team member.

Section Summary

Employee Evaluation

Calculated Rating: 4

Rating: Exceeds Expectations (EE)