

Robles, Patrick Russel

OutSystems Software Developer

Manager: Arjay Gallentes

Evaluated By: Arjay Gallentes

July Impact Statement

Organization: Axos Business Center Team VII (Arjay Gallentes)

Location: ABC Manila Office

01/01/2025 - 06/30/2025

Acknowledgement

Manager

Entered by: Arjay Gallentes
Status: Acknowledge Review
Comment:

Date: 08/11/2025

Employee

Entered by: Patrick Russel Robles
Status: Acknowledge Review
Comment:

Date: 08/11/2025

Questions

What do you do? How do you describe your role, duties, and responsibilities? Please be specific.

Manager Evaluation

Response:

Employee Evaluation

Response: I am one of the Senior Outsystems Developer in the team, my main role is to develop apps that will help the AUC team and help anyone on my team in developing apps as well. I was tasked as well to handle AI Research, this task is to find ways to integrate AI with Outsystems using the assistance of Windsurf AI.

What processes do you perform? Please refer to the specific process maps or procedures for the tasks you perform, manage, or have impacted. If no process map exists, please describe the task and write "no process map or procedure".

Manager Evaluation

Response:

Employee Evaluation

Response: I am involved in the project lifecycle since we are starting from refinements of the tasks, then proceeding to project estimation, then we are doing the tasks currently involved in the sprints, doing code reviews, also assisting QA with the inspected bugs and maintaining the app. In regards of AI, I do research of the technology that may help us in developing Outsystems apps, I train the AI agent to fit the use case we need and support other team members on what I know.

What metrics do you use to manage your performance? How do you know you are doing a good job? Please be specific (number of calls per day, number of closed loans per month).

Manager Evaluation	Employee Evaluation
Response:	Response: Currently we don't have a tangible metrics based on our tasks, what we have are detailed reports on the progress done on each tasks.

How do you report progress to your supervisor? (What reports, meetings, etc?)

Manager Evaluation	Employee Evaluation
Response:	Response: We have daily standup meetings to report our daily progress, we are also free to book an appointment with our manager if we need to report projects that are directly given to us.

Which processes / routine tasks have you improved / suggested improvement? What are the specific improvements suggested or made? a. Please refer to specific process maps and procedures for the processes you perform, manage, or have impacted, or if you have created a new process, please describe it. b. If suggested, please outline action steps to implement, include dependencies.

Manager Evaluation	Employee Evaluation
Response:	Response: Most of the improvements I have contributed are related to Outsystems development, like suggestions in logic and algorithms, developing reusable components that will help the team and supporting the team whenever they need help.

What other improvements have you suggested (sales, product, group interactions, etc.)? Please be specific.

Manager Evaluation	Employee Evaluation
Response:	Response: I am currently pursuing research in AI that can be a big help to the team once we aligned the use cases needed. This can help in project development as well as report generation that can also help the Product team.

What improvement opportunities exist to make your role more efficient? What ideas do you have to reduce waste or inefficient work? What are the required action steps?

Manager Evaluation	Employee Evaluation
Response:	Response: I personally try to make my way of development more uniform so I can reuse the logic I've done on my previous tasks so I

can be more efficient. I also assist the team to develop uniform logic so it can be reusable across other tasks.

What improvements have you made or suggested?: How did you positively influence the attitude of your colleagues? Please be specific.

Manager Evaluation

Response:

Employee Evaluation

Response: I always assist and suggests on logic or what can be created as a reusable component so we can use in on other tasks, it can make or jobs fast and more efficient. I also asks others on what problems they have so I can suggest a way to resolve the problem at hand.

What are your goals? What would you like to accomplish in the next six months? Please make your goals "SMART" - specific, measurable, attainable, relevant, and time-sensitive.

Manager Evaluation

Response:

Employee Evaluation

Response: In my career, I would like to have stability first, since I am new here in Axos I want to establish my capabilities first while also learning new technologies like AI that can improve my skills to help the team.

What are your goals? What would you like to accomplish in the next 2 years? Goals over the longer term can be more aspirational.

Manager Evaluation

Response:

Employee Evaluation

Response: In the next 2 years, I want to lead my own team. I want to share my skills within my team and we can learn from each other while doing our best in delivering the best services.

Process Maps: Please list the names of all process maps in the iGrafx platform that relate to your specific role. If applicable, please list the names of process maps that relate to your specific role which have yet to be created, so that you get credit for these as well.

Manager Evaluation

Response:

Employee Evaluation

Response: I am involved in the project lifecycle since we are starting from refinements of the tasks, then proceeding to project estimation, then we are doing the tasks currently involved in the sprints, doing code reviews, also assisting QA with the inspected bugs and maintaining the app. In regards of AI, I do

research of the technology that may help us in developing Outsystems apps, I train the AI agent to fit the use case we need and support other team members on what I know.

Additional Feedback

Additional Feedback: Please feel free to tell us what else you would like us to know about your role in the company, or anything else on your mind.

Manager Evaluation

Response:

Employee Evaluation

Response: As stated, I am mostly doing development work but I also want to help others from time to time in devising plans and solutions on different critical tasks.