Malibago, Nenissa

Database Developer

Manager: Ariel Dimapilis

Evaluated By:

July 2025 Performance Review

Organization: Axos Business Center Team VII (Ariel Dimapilis)

Location: ABC Manila Office

01/01/2025 - 06/30/2025

Overall

Employee Overall Evaluation

Calculated Rating: 3

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: **AI Adaptation**
•   Installed Microsoft Copilot
•   Installed Github Copilot
•   Created an account in WINDSURF

Implement AI-powered documentation in AUC
•   Creating legacy document for non refined data model using copilot.

Reduce Manual Development
•   Creating SQL Script for physical tables using Copilot.
•   Creating data loading script for dimension tables using Copilot.

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: **Meets Expectations (M)**

Comment: **Increase visibility**
- Collaboration with AUC Team.
- Maximizing the use of Teams Channel to report achievement, progress, blocker.
- Data Team, internally - alignments and preplanning for next sprint.
- Support for OS Team in their development.
- Attending Team refinements and planning meetings.

Cross functional
- Support for Product needs in terms of investigation of process in ALF and Data. Spike 1956904 Research of Account Series related to RIA, Spike 1956909 Research Decedent feature

Centralize Knowledge
- Process of (Manual) Data model deployment for refined PBI - DATA MANUAL DEPLOYMENT.docx
- Source Column Guide.docx - Documenting How to trace the column source in accuterm. Communicate to right people and document the process.
- Erwin ERD.docx - How to create an automated ERD.
- Data Modeling Guide.docx - How to create data models.

--- Section Summary ---

Employee Evaluation

Calculated Rating: 3
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: **Meets Expectations (M)**

Comment: Situation: Product PBI needs to have refinement in data model, but these PBIs are given almost end of sprint. (Product PBI for sprint 10, 13 development was given last 1 to 2 days of sprint)
Task: Data Model Refinement

Action: As Data, we are committed and accountable to prepare and refine the data model before the proper development.

Result: Despite the time pressure, we successfully delivered those items even before the proper development sprint. I also observed how the product team worked hard to deliver the PBIs, putting in the effort to learn and create solutions that helped the team move forward. While recognizing my own accomplishments is important, I equally value the achievements of others. This perspective fosters greater respect for my colleagues and helps me adapt to different situations effectively.

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: Situation: Account table has misleading column name, when changed this will incur OS and QA rework. Need to change the AccountID to AccountNo & ID to AccountID.

Task: Align the Column name to its proper name to eliminate misleading connection to another table.

Action:
- I list down of possible affected PBIs, (OS has their own list filtered in OS Environment).
- Weigh in the impact for this column change: Changing the AccountID to AccountNo appears to be achievable. However, changing ID to AccountID involves numerous adjustments.
- Decided to Change first the AccountID to AccountNo.

Result: It may not be a one-time big time correction for both columns, but there's progress of what's need to be corrected or aligned. This helps eliminate misleading column name and misleading connection to other table.

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: **Meets Expectations (M)**

Comment: Situation: Multiple task that's needs to have progress.

Task: Data modeling & Manage task of data modeling, while researching to support/help product to gather knowledge that will be used in completion of their PBI.

Action: While progress is essential in all areas, prioritization is critical for this work. I ensured that research, data model refinement, and support for OS remain our top priorities, avoiding any delays or blockers for the team. Additionally, I coordinated with Peter and Xian to gather a possible list of tables for data analysis and documentation, ensuring this information is documented and shared with the data modeling pod team. Once these tasks are in place, I also contribute to data modeling efforts.

Result: Progress will come with time management and proper strategy. Focus on identifying: What needs to be delivered, How it will be delivered, Who needs to be involved, and When it should be delivered. This approach helps in effectively prioritizing 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: **Meets Expectations (M)**

Comment: Situation: Multiple data model refinements for multiple (11) product PBI, almost end of Sprint.
Task: Multiple Data Model Refinement
Action: Do it, just do it. Analyze, document and raise questions and clarifications to refine the data model.
Result: Successfully refined the data model PBIs before the end of the sprint. Although there was time pressure, proactively engaging with the task and approaching it thoughtfully led to strong results.

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: Situation: Lead the Data modeling pod
Task: To oversee, guide & designate task.
Action:
- Created a How to do Data modeling/ERD documentation that serves as an initial guide for all people under Data Modeling.
- Assign tasks to them, like being the point person in every scrum ceremony or communicate an inquiry to other person.

Result:
- Knowledge transfer is not that difficult, because we have a guide that they can read, learn and try first on their own.
- They became more visible on other team, collaboration is practiced. Also, it unloads some of my time for me to focus on my own tasks.

As a leader, our role is to provide guidance, offer support when needed, and, most importantly, empower our team members to excel and showcase their full potential.

Section Summary

Employee Evaluation

Calculated Rating: 3

Rating: Meets Expectations (M)