



**Barro, Prince Joedymar Jud**

OutSystems Software Developer

Manager: Arjay Gallentes

Evaluated By:

**July Impact Statement**

Organization: Axos Business Center Team VII (Arjay Gallentes)

Location: ABC Manila Office

01/01/2025 - 06/30/2025

**Questions**

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

Manager Evaluation

Response:

Employee Evaluation

Response: As an OutSystems Developer, my primary role is to support the development of AUC application by building both frontend and backend features using the OutSystems low-code platform. My key responsibilities include:

- Collaborating with business analysts and stakeholders to understand requirements and translate them into functional, scalable application components.
- Designing and implementing user interfaces and backend logic to deliver high-quality features.
- Ensuring code quality through best practices, testing, and documentation.

In addition to my core development tasks, I also:

- Conduct code reviews for other developers to ensure consistency, maintainability, and adherence to best practices.
- Demonstrate completed PBIs to the QA team to provide context and ensure a smooth handover for testing.
- Participate in sprint demo's by presenting selected PBIs to stakeholders, showcasing progress and gathering feedback.

**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: As part of my role as an OutSystems Developer, I actively participate in several structured Agile processes that guide our

development cycle. These include:

- **Sprint Planning:** I collaborate with the team to review and estimate PBIs, clarify requirements, and commit to deliverables for the sprint.
- **Daily Stand-ups:** I provide updates on my progress, raise blockers, and align with the team on daily goals.
- **Sprint Review / Demo:** I demonstrate completed PBIs to stakeholders and the QA team, explaining functionality and gathering feedback.
- **Sprint Retrospective:** Participate to discussions on what went well, what could be improved, and suggest actionable improvements for future sprints.
- **PBI Refinement (Occasional):** I participate in backlog refinement sessions to help clarify requirements, provide technical input, and ensure PBIs are ready for future sprints.

In addition to these ceremonies, I also follow internal processes for:

- **Feature Development:** Designing and implementing both frontend and backend components using OutSystems, followed by unit testing and QA handover.
- **Code Review:** Reviewing other developers' code to ensure quality, maintainability, and adherence to best practices.

**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

Response:

#### Employee Evaluation

Response: To manage and evaluate my performance as an OutSystems Developer, I focus on the following key metrics and indicators:

- **Bug Rate / Defect Count:** I aim to deliver PBIs with minimal to zero bugs. I track the number of issues reported during QA or after deployment as a measure of code quality and attention to detail.

- **On-Time Delivery:** I consistently strive to complete and deliver PBIs within the sprint timeline. I monitor whether my tasks are completed before the sprint ends, minimizing or eliminating carry-overs to the next sprint.
- **Code Review Feedback:** I consider the feedback I receive during code reviews—both in terms of quality and frequency of required changes—as a reflection of my adherence to best practices and team standards.
- **Stakeholder and QA Feedback:** Positive feedback during sprint demos or from QA after handover is another indicator that I'm meeting expectations and delivering value.

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

#### Manager Evaluation

Response:

#### Employee Evaluation

**Response:** Currently, we do not have a formal reporting structure in place for providing progress updates directly to my supervisor. However, I ensure my work remains visible and transparent by consistently sharing updates during our **daily stand-up meetings**. This includes:

- Reporting the status of my assigned PBIs
- Highlighting any blockers or dependencies
- Sharing completed tasks and upcoming priorities

In addition, my progress is also reflected through our **ADO**, where I regularly update the status of my work items. This allows both my supervisor and the team to track progress asynchronously.

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

Response:

#### Employee Evaluation

**Response:** As part of my role, I've contributed to improving several processes and routine tasks to enhance efficiency, code quality, and team productivity. Below are the specific

improvements I've made or suggested:

- **Reusable Component Development**
  - Initiated the creation of reusable components in OutSystems for recurring UI and logic patterns.
  - **Impact:** Reduced development time and improved consistency across features.
  - **Process Reference:** This was a self-initiated improvement based on observed inefficiencies.
- **AI Integration Exploration (Ongoing)**
  - Currently exploring potential use cases for integrating AI into the project.
  - **Next Steps:**
    - Continue researching AI capabilities within OutSystems.
    - Identify feasible, high-impact use cases.
    - Propose proof-of-concept ideas for team review.
  - **Dependencies:** Requires stakeholder input and technical feasibility assessment.
  - **Process Reference:** This is an ongoing initiative.
- **Code Review Process Participation**
  - Regularly conduct code reviews and provide feedback to improve code quality and maintainability.
  - **Impact:** Reduced bugs and promoted adherence to coding standards.
  - **Process Reference:** Follows the code review checklist

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

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#### Manager Evaluation

Response:

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#### Employee Evaluation

Response: At this time, I have not suggested additional improvements beyond those already outlined in previous sections, such as:

- Code Review process participation
- Contributing to reusable component development
- Exploring AI integration opportunities

While I haven't proposed further formal improvements in areas like sales or broader group interactions, I remain actively engaged

in team discussions, retrospectives, and day-to-day collaboration. I continue to look for opportunities to contribute ideas that support team efficiency, product quality, and cross-functional alignment.

**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

Response:

#### Employee Evaluation

Response: I've identified a few areas that could further improve efficiency in my role as an OutSystems Developer:

- **Component Documentation:** Create a centralized guide for reusable components to improve discoverability and onboarding.
- **AI Tool Exploration:** Research AI tools that can assist with repetitive dev tasks like code generation or documentation.

These ideas aim to reduce manual work, improve collaboration, and support faster, more consistent delivery.

**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: Throughout my time on the project, I've consistently looked for ways to improve both our technical processes and team collaboration. These efforts have naturally grown out of my day-to-day work and interactions with the team:

- **Technical Improvements:**
  - Initiated the development of **reusable components** in OutSystems to reduce repetitive work and speed up delivery of PBIs.
  - Actively explored **AI integration opportunities**, opening up discussions on innovation and future enhancements.
  - Participated in **code reviews**, not only to ensure quality but also to share knowledge and encourage best practices.

- **Positive Influence on Team Attitude:**
  - During code reviews, I provide **constructive and respectful feedback**, which helps build trust and promotes a culture of continuous learning.
  - I take initiative to **support teammates**, whether by answering questions, sharing reusable solutions, or helping troubleshoot blockers — which contributes to a more supportive and efficient team environment.
  - By showing curiosity (e.g., exploring AI use cases) and sharing ideas, I help **foster a culture of innovation**, which motivates others to think creatively and contribute beyond their core tasks.

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

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Response:

#### Employee Evaluation

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**Response:** In the next six months, I plan to deepen my understanding of OutSystems AI and Windsurf by dedicating time each week to hands-on learning and documentation review. My goal is to apply this knowledge by developing and presenting at least one proof of concept (POC) that demonstrates a potential improvement to our current workflow. This will help me contribute more strategically to the team while aligning with our innovation goals.

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

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Response:

#### Employee Evaluation

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**Response:** In the next two years, I aim to take on a more senior role and contribute to higher-level tasks within my current or future projects. I'm particularly interested in expanding my leadership capabilities, being more involved in strategic decision-making, and deepening my knowledge in the field of AI.

Over the longer term, I aspire to grow into a leadership position where I can shape

project direction, drive innovation, and help build a strong, collaborative team culture. I'm also passionate about continuous learning, so I hope to deepen my expertise in OutSystems and stay at the forefront of industry trends.

**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: As of now, I am not aware of any specific process maps in the iGrafx platform that directly document the tasks or workflows related to my role as an OutSystems Developer.

However, based on my responsibilities, the following process maps could be valuable additions if they do not yet exist:

- **OutSystems Feature Development Lifecycle**  
Covers the end-to-end process of developing a feature, from PBI assignment to deployment and QA handover.
- **Code Review Process**  
Documents the steps for peer reviewing code, handling feedback, and merging changes.

### 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 an OutSystems developer, I consistently strive to deliver high-quality features while also contributing to the team's overall growth and productivity. I take initiative in areas such as exploring AI integration, developing reusable components, and conducting code reviews to help streamline our development process and support my teammates.

I'm also open to feedback and new challenges that can help me continue developing both technically and professionally. I look forward to contributing

even more in the future and helping the team evolve as we take on new goals and opportunities.