

Overall

Manager Overall Evaluation

Calculated Rating: 3.62
Rating: Meets Expectations (M)
Comment:

Development Plan & Growth Trajectory
Immediate Development Focus (Next 3 months)

- BFS Mastery Program: Structured Banking and Financial Services training with practical application opportunities
- AI Tool Integration: Systematic exploration of AI tools beyond Copilot for development workflow enhancement
- Strategic Initiative Participation: Assignment to at least one strategic initiative leveraging technical expertise
- Cross-functional engagement: Expanded collaboration with stakeholder, or cross-functional teams and requirements gathering, architecture envisioning

Short-term Growth (3-6 months)

- Technical Certification: OutSystems Expert Developer certification completion
- Leadership Project: Lead technical improvement initiative with measurable team impact
- Strategic Contribution: Regular participation in architecture and technical strategy discussions

- **Team Development:** Formal mentoring responsibilities for junior OutSystems developers

Long-term Career Development (6-18 months)

- **Senior/Principal Developer Role:** Preparation for advancement to senior technical role with expanded scope
- **Technical Leadership:** Subject matter expertise in OutSystems architecture
- **Strategic Partnership:** Key contributor to OutSystems technical strategy and architectural decisions

Goals for Next Review Period

Primary Objectives

- **BFS Expertise Development:** Complete structured BFS training program with demonstration of applied knowledge in feature development
- **AI Innovation Leadership:** Successfully integrate and lead adoption of AI tools into OutSystems, with measurable productivity improvements
- **Strategic Initiative Leadership:** Take ownership of significant technical improvement initiative with cross-team impact
- **Advanced Technical Certification:** Complete OutSystems Expert Developer certification

Success Metrics

- **BFS Application:** Demonstrate BFS concepts in at least 2 significant feature implementations
- **AI Tool Integration:** Achieve 20% productivity improvement through AI tool adoption and team training
- **Quality Impact:** Lead initiative resulting in 15% improvement in code quality metrics
- **Leadership Development:** Formal mentoring of 1+ junior developers with documented progress

Apollo exemplifies the combination of technical excellence and high potential that defines exceptional talent. His consistent delivery of results with quality, coupled with natural dev coaching abilities, makes him a priority candidate for career advancement, like taking expanded role in OutSystems Architecture.

The humility reflected in his self-assessment, while commendable as a character trait, significantly understates his contributions and capabilities. His proactive approach to engineering excellence, systematic thinking about team development, and commitment to continuous improvement indicate readiness for expanded scope and technical/architecture leadership responsibilities.

Employee Overall Evaluation

Calculated Rating: 3.46
Rating: Meets Expectations (M)
Comment:

Acknowledgement

Manager

Entered by: Arjay Gallentes **Date:** 08/07/2025
Status: Acknowledge Review
Comment:

Employee

Entered by:

Janiel Apollo Bodiongan

Date:

08/07/2025

Status:

Acknowledge Review

Comment:

Thank you, I really appreciate the support.

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%

Manager Evaluation

Rating:

Meets Expectations (M)

Comment:

While Apollo's honest self-assessment shows professional maturity, his actual contributions significantly exceed his self-perception. His strategic thinking in architecture proposals, collaborative approach with TSM sessions, and commitment to learning (evidenced by Copilot usage for performance testing)

Employee Evaluation

Rating:

Unsatisfactory (UN)

- Comment:

 - Utilized Copilot to assist with generating performance testing report, which helped to better understand the results.
 - I acknowledge the need to improve this initiative, expand my contributions, and seek support where necessary to improve performance moving forward.

demonstrate strong foundation. The gap between self-assessment and performance indicates readiness for advanced training, and development and expanded responsibilities.

Additional Manager Evaluation

Achieve Engineering Excellence

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

Sample Key Results:

- Faster Development: By June 30, reduce lead time for changes by 20%
- Defect Prevention: By June 30, reduce defect-related rework by 20% by improving early defect detection
- Failure Reduction: By June 30, reduce change failure by 10%

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%

Manager Evaluation

Rating: Exceeds Expectations (EE)

Comment:

Apollo's technical contributions represent exemplary engineering excellence. His introduction of standard coding patterns to AUC OS Developers has measurably improved team code quality and development

Employee Evaluation

Rating: Substantially Exceeds Expectations (SE)

Comment:

- Proactively took charge Axos TSM sessions to raise concerns and gather valuable input for AUC, strengthening the development and technical understanding.
- Took a initiative to introduce standard coding patterns and reusable patterns to AUC OS Developers, significantly improving code quality and development efficiency.
- Prevented defects through regular code review or peer reviews, contributing to minimizing bugs and maintainable code.

efficiency. The systematic approach to code reviews and defect prevention demonstrates mature technical leadership that exceeds typical developer expectations.

Key Evidence:

- Standard coding patterns implementation with measurable team impact
- Regular code review processes preventing defects and improving quality
- TSM session leadership gathering critical input for AUC development
- Comprehensive documentation of coding standards and best practices

Additional Manager Evaluation

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%

Manager Evaluation

Rating: Exceeds Expectations (EE)

Comment:

Apollo's team empowerment contributions demonstrate

Employee Evaluation

Rating: Exceeds Expectations (EE)

Comment:

These effort supported the goal and encouraged a culture where team members are more responsible and involved.

exceptional collaborative leadership. His comprehensive documentation efforts, systematic knowledge sharing, and mentoring approach to new OutSystems developers create lasting team capability improvements. The performance testing analysis documentation exemplifies how individual excellence contributes to team understanding and decision-making.

Key Evidence:

Documented coding patterns promoting team consistency
Regular code review processes sharing knowledge across developers
Performance testing analysis improving team architectural understanding
Onboarding support for new OutSystems developers

- Documented coding patterns and standards to promote consistency and improve AUC OS developers coding quality.
- Regularly doing code review process to prevent bugs and shared knowledge to further improve the coding quality of AUC OS Developers
- Documented the analysis of performance testing, which helped the team to have a better understanding in architecture decision.
- Contributed to the architecture proposal by offering input to improve the document proposal.

Additional Manager Evaluation

Section Summary

Manager Evaluation

Calculated Rating: 3.67
Rating: Meets Expectations (M)

Employee Evaluation

Calculated Rating: 3.33
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.

Manager Evaluation

Rating: **Meets Expectations (M)**
Comment: Apollo consistently demonstrates exceptional reliability and accountability. His ability to take ownership of TSM sessions, maintain consistent code quality standards, and support team members under pressure shows outstanding professional dependability. His commitment to follow-through on initiatives like coding standards implementation demonstrates trustworthy execution.

Employee Evaluation

Rating: **Exceeds Expectations (EE)**
Comment: I do my best to stay accountable and dependable in completing tasks on time and following through on commitments. I try to stay focused even under pressure and adapt to changes, if needed. I recognize there's always room to improve and I continue to aim for consistency and reliability in my work.

Additional Manager Evaluation

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.

Manager Evaluation

Rating: **Meets Expectations (M)**
Comment: Apollo's systematic approach to breaking down complex architectural challenges, thoughtful analysis in performance testing, and ability to translate OutSystems concepts for architecture discussions demonstrate advanced analytical thinking. His collaborative approach with experts shows mature judgment in complex problem resolution.

Employee Evaluation

Rating: **Meets Expectations (M)**
Comment: I make an effort to approach problems with a thoughtful and practical mindset. I try to break down complex task, understand the context or root of the issue, and look for ways to simplify where possible. While I still have areas to grow, especially in fast-paces or unfamiliar situations, I continue to learn from experience and collaborate with other expert when needed.

Additional Manager Evaluation

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.

Manager Evaluation

Rating: **Exceeds Expectations (EE)**
Comment: Apollo's productivity extends beyond individual task completion to team capability multiplication. His coding standards work, documentation efforts, and systematic code review processes create efficiency gains across the entire AUC team. The proactive knowledge sharing and mentoring

Employee Evaluation

Rating: **Exceeds Expectations (EE)**
Comment: I strive to manage my workload responsibly by prioritizing tasks, and staying organized as much needed. I try to produce clear and complete outputs, and proactively shared my knowledge to AUC OS developers or collaborate with other team. I know there's still room to improve my time management

contributions demonstrate productivity
mindset focused on team success.

under a tight timelines, I continue to build
habits that help me stay on track and
contribute to the team's productivity.

Additional Manager Evaluation

Results Focus

Delivers comprehensive work on-time, intelligently, and efficiently directs efforts. Takes responsibility for own actions and individual success or failure.

Manager Evaluation

Rating: **Exceeds Expectations (EE)**

Comment: Apollo consistently delivers high-quality results while building long-term team capabilities. His commitment to engineering excellence through coding standards and systematic quality improvement shows results orientation beyond immediate deliverables. The ownership approach to TSM sessions and architecture contributions demonstrates accountability for broader team success.

Employee Evaluation

Rating: **Exceeds Expectations (EE)**

Comment: I make an effort to deliver high quality results on time, and took ownership of my work. While I'm still building confidence in some areas, I remain committed to improving and learning from each tasks to become more effective and consistent.

Additional Manager Evaluation

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.

Manager Evaluation

Rating: **N/A (Only use for Competency Rating)**

Comment: N/A

Employee Evaluation

Rating: **N/A (Only use for Competency Rating)**

Comment: Not applicable.

Additional Manager Evaluation

Section Summary

Manager Evaluation

Calculated Rating: **3.5**

Rating: **Meets Expectations (M)**

Employee Evaluation

Calculated Rating: **3.75**

Rating: **Meets Expectations (M)**