

Overall

Employee Overall Evaluation

Calculated Rating: 3.3
Rating: Meets Expectations (M)
Comment: Over the past 6 months, I stayed focused on delivering consistent results, supporting my team, and meeting the responsibilities of my role. While there’s always room to grow, I’m proud of the steady contributions I made and the reliability I brought to our shared goals. I believe this reflects a solid performance that meets expectations.

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: 70.00%

Employee Evaluation

Rating: Meets Expectations (M)
Comment: The initiative in attending the OutSystems Developers Conference 2025 and exploration of OutSystems Mentor to enhance AI-assisted development skills directly supported the goal of accelerating mastery in Banking & Financial Services by equipping me with tools and insights to deliver faster, smarter, and more innovative financial solutions.

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: 50.00%
Target: 80.00%
Maximum: 100.00%
Actual: 80.00%

Employee Evaluation

Rating: **Meets Expectations (M)**
Comment: I contributed to stronger team performance and development efficiency by enhancing collaboration and accelerating delivery of complex features. My efforts supported our Engineering Excellence goals by improving code quality, reducing rework, and enabling more consistent, high-impact outcomes.

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: 80.00%

Employee Evaluation

Rating: **Meets Expectations (M)**
Comment: Supported team success by following the onsite work policy and referring a capable OutSystems developer for a key project. These actions helped strengthen team collaboration, ensured the right skills were in place, and contributed to a culture of accountability and shared ownership.

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: **Exceeds Expectations (EE)**

Comment: I would say I've been consistently embodying the Five Pillars of Character. There were times that I extend my shift to accomplish an important task, and I always help my teammates whoever needs support.

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 would rate myself above average in Breaking down problems and understanding the underlying issue since I've been successfully fixing bugs or issues raised by the QAs for APW. Also, been helping the team to identify the right developer to be assigned to a specific issue/task based on our strengths to optimize problem solving.

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: Been asking for new PBI/Task whenever I'm finished with my current one. Involved in prioritizing team commitments and participating in dev pairing and sharing knowledge with my teammates

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: Most of my PBIs or tickets were delivered on time based on Dev Target Date except for the ones that have blockers due to backend issue or product clarifications. Whenever a bug ticket is raised and I know that it's related to my previous change/task, I immediately take that bug for me to fix it.

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: N/A

Calculated Rating: 4
Rating: Exceeds Expectations (EE)