Taladiar, Dietrich

Sr. Software Engineer

Manager: Arjay Gallentes
Evaluated By: Arjay Gallentes

July 2025 Performance Review

Organization: Axos Business Center Team VII (Arjay Gallentes)
Location: ABC Manila Office
01/01/2025 - 06/30/2025

Overall

Manager Overall Evaluation

Calculated Rating: 3

Rating: Meets Expectations (M)

Comment: Development Focus and Actions
Immediate (Next 2-3 sprints):

- **Own End-to-End Feature**: Take complete ownership of a 2-3 sprint feature with clear acceptance criteria and demo
- **Implement Unit Testing**: Add unit tests to owned modules, target baseline coverage of 70%
- **Document Reusable Component**: Create comprehensive documentation for one reusable front-end component

Short-term (Next 3-6 months):

- **Lead Knowledge Sharing**: Facilitate one team knowledge transfer session
- **Process Improvement**: Propose and implement one process enhancement
- **Mentoring**: Support onboarding of new team members

Long-term (6-12 months):

- **Technical Specialization**: Develop deep expertise in specific OutSystems areas
- **Leadership Preparation**: Take on small team coordination responsibilities
- **Cross-functional Exposure**: Participate in requirements gathering and stakeholder meetings

Dietrich represents a reliable, proactive technical contributor who consistently demonstrates strong collaborative skills and technical competence.
Key strengths include proactive collaboration, technical reliability, and strong team support. Development areas focus on taking end-to-end ownership of features and deepening technical expertise. With targeted development actions, Dietrich has clear potential to advance to the next performance level within 6-12 months.

Rating Discrepancy Resolution: For areas where Dietrich's self-assessment exceeded the manager rating, comprehensive action plans have been provided with specific success criteria, timelines, and resources. These detailed roadmaps clearly outline the path to achieving higher ratings and demonstrate the organization's commitment to employee development.

The peer feedback consistently highlights his value as a team member and his willingness to go beyond assigned responsibilities. His proactive approach to collaboration and problem-solving makes him a valuable asset to the APW development team.

Employee Overall Evaluation

Calculated Rating: 3.31

Rating: Meets Expectations (M)

Comment:

Acknowledgement

Manager

Entered by:	Arjay Gallentes	Date:	08/15/2025
Status:	Acknowledge Review		
Comment:			

Employee

Entered by:	Dietrich Taladiar	Date:	08/15/2025
Status:	Acknowledge Review		
Comment:	I appreciate and I am grateful for the rating. Thank you so much		

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:	Completed	Completion Date:	06/30/2025

Category: Strategic Initiative

Organization Alignment:

Minimum:	20.00%
Target:	30.00%
Maximum:	100.00%
Actual:	0.00%

Manager Evaluation		Employee Evaluation	
Rating:	Meets Expectations (M)	Rating:	Meets Expectations (M)
Comment:	Early adoption of AI tools and effective application of existing technical skills. Next step: publish reusable patterns and document best practices for team adoption.	Comment:	I met expectations this milestone by effectively leveraging Copilot, guided by my experience in JavaScript. My technical knowledge helped me craft clear prompts and implement tailored solutions efficiently, especially for the APW project

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: **Meets Expectations (M)**

Comment: Consistent delivery of quality code with strong collaborative approach. Next step: implement unit tests for owned modules and establish baseline coverage metrics.

Employee Evaluation

Rating: **Meets Expectations (M)**

Comment: I met expectations this milestone by actively contributing to development pairing sessions focused on complex features and bugs, enhancing team problem-solving and delivery speed. I also helped reduce defects and rework by promoting clean, maintainable code through adherence to best practices, aligning with our commitment to engineering excellence.

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: **Meets Expectations (M)**

Comment: Excellent facilitator and team collaborator. To achieve "Exceeds Expectations" rating, demonstrate end-to-end ownership of cross-functional initiatives by:
- Leading a complete feature from requirements gathering through deployment (2-3 sprints duration),
- Coordinating with stakeholder teams independently,

Employee Evaluation

Rating: **Exceeds Expectations (EE)**

Comment: Exceeded expectations this milestone by actively driving collaboration in sprint planning and daily stand-ups. Took initiative in aligning with business analysts, QAs, and API/backend developers to enhance communication, resolve blockers proactively, and accelerate project delivery with consistent progress.

- Creating and presenting sprint demos
- Documenting process improvements that benefit the entire team. Success criteria: Complete one full initiative, receive positive stakeholder feedback, and establish one new team process. Timeline: Next 2-3 months. Resources: Dedicated time for initiative ownership. Regular progress reviews every sprint to monitor advancement

Additional Manager Evaluation

Section Summary

Manager Evaluation

Calculated Rating: 3
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: Agree

Employee Evaluation

Rating: Meets Expectations (M)
Comment: I manage tasks independently, meet deadlines, stay focused under pressure, and adapt well to change. I maintain reliable attendance and punctuality.

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: Agree

Employee Evaluation

Rating: Meets Expectations (M)
Comment: I approach problems by breaking them down into smaller, manageable parts and identifying the root cause to ensure effective resolution. I also know when to seek input from my team and when to make independent decisions to move things forward.

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		Employee Evaluation	
Rating:	Meets Expectations (M)	Rating:	Exceeds Expectations (EE)
Comment:	Demonstrates solid problem-solving methodology. To achieve "Exceeds Expectations" rating, demonstrate exceptional problem-solving by: 1) Solving complex technical challenges that have stumped the team for 2+ days, 2) Developing innovative solutions that become team best practices, 3) Proactively identifying systemic issues and proposing comprehensive solutions, 4) Teaching problem-solving techniques to 2+ team members. Success criteria: Resolve complex technical challenges independently, establish 2+ new best practices, and receive peer feedback on problem-solving mentorship. Timeline: Next quarter.	Comment:	I proactively look for additional tasks once I complete my workload, and I readily offer support to team members and colleagues across other departments.

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		Employee Evaluation	
Rating:	Meets Expectations (M)	Rating:	Meets Expectations (M)
Comment:	Agree	Comment:	I consistently meet deadlines and take full ownership of my work. When bugs or issues arise, I act promptly to resolve them. For instance, I am responsible for a specific module and hold myself accountable for any problems that occur, ensuring they are addressed efficiently and accurately.

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		Employee Evaluation	
Rating:	N/A (Only use for Competency Rating)	Rating:	N/A (Only use for Competency Rating)
Comment:	N/A	Comment:	NA

Additional Manager Evaluation

Section Summary

Manager Evaluation

Calculated Rating:	3
Rating:	Meets Expectations (M)

Employee Evaluation

Calculated Rating:	3.25
Rating:	Meets Expectations (M)