

Alix, Rae Jordan

OutSystems 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	Employee Evaluation
Response:	Response: As OutSystems developers, we design, build, and maintain web applications using the OutSystems low-code platform. We work collaboratively with team members to ensure adherence to best practices in coding standards, security measures, and performance optimization.

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	Employee Evaluation
Response:	Response: As OutSystems developers, we follow a structured development lifecycle encompassing planning, development, testing, and deployment. We actively collaborate with stakeholders to ensure that the solutions align with business requirements. While we adhere to best practices, there are no formalized process maps or documented procedures guiding these tasks.

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	Employee Evaluation
Response:	Response: We utilize a project management tool—currently Azure DevOps (ADO)—to track tasks and progress within our projects. Task management and team coordination are overseen by a Scrum Master, who also generates performance metrics to monitor team efficiency and delivery.

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

Manager Evaluation

Response:

Employee Evaluation

Response: We typically conduct standup meetings to provide structured updates on individual and team progress. These sessions serve as a consistent forum for aligning efforts, identifying blockers, and maintaining project momentum.

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: We don't follow a fixed process map or documented procedure, as our project is guided by the Agile Scrum methodology.

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

Manager Evaluation

Response:

Employee Evaluation

Response: NA

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: NA

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: We created a simple documentation for our task, which evolved into a changelog to track code changes. It also serves as a helpful reference for other developers working on similar 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

Response:

Employee Evaluation

Response: Help Other Developers

- Specific: Support teammates by mentoring them on OutSystems development and sharing best practices.
- Measurable: Hold peer-to-peer sessions to help them work through coding issues.
- Attainable: Use my experience to guide and support their growth.
- Relevant: Helping others improve will boost the whole team's performance.
- Time-sensitive: Do this consistently over the next six months.

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

Response:

Employee Evaluation

Response:

Obtain Outsystems Certifications.

- Specific: Earn other OutSystems certifications such as OutSystems Architecture Specialist and Security Specialist and other relevant industry certifications.
- Measurable: Complete at least one certification per year.
- Attainable: Dedicate time study and prepare using available training resources.
- Relevant: These certifications will enhance my technical skills and credibility.
- Time-sensitive: Achieve these certifications within the next 24 months.

Lead a Project:

- Specific: Lead an application development project. Be involved for all phases from planning to deployment.
- Measurable: Successfully deliver the project on time while meeting all specified requirements.
- Attainable: Utilize my experience and skills to ensure project delivery.
- Relevant: Leading a project will enhance my ability to do other complex tasks such as documentation.
- Time-sensitive: Complete this project within the next 24 months.

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: NA

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: