Bodiongan, Janiel Apollo

OutSystems Software Developer
Manager: Arjay Gallentes
Evaluated By: Janiel Apollo Bodiongan

July 2025 Performance Review

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

Overall

Employee Overall Evaluation

Calculated Rating: 3.46

Rating: Meets Expectations (M)

Comment:

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%

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.

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%

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.

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%

Employee Evaluation

Rating: **Exceeds Expectations (EE)**

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

Section Summary

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.

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.

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: 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.

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

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: 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.

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: Not applicable.

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Employee Evaluation

Calculated Rating: 3.75
Rating: Meets Expectations (M)