Alix, Rae Jordan

OutSystems Developer
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:	3.38
Rating:	Meets Expectations (M)
Comment:	

Peer Feedback:

Overall Assessment: Consistently strong performer with emerging leadership potential

Key Themes:
- **Exceptional Collaboration:** All 4 reviewers rated "Strong" to "Exceptional" collaboration
- **Technical Excellence:** Rated from "Proficient" to "Expert" across all reviewers
- **Leadership Potential:** 3 out of 4 reviewers recommend for leadership opportunities
- **Mentoring Abilities:** Strong willingness to help team members and share knowledge

Specific Examples:

"Proactive and takes the lead when Ronald is not around" - Demonstrates initiative and leadership readiness

"Expert-level UI problem solving and mentoring" - Shows advanced technical capabilities

"Takes initiative when senior team members unavailable" - Demonstrates leadership potential

"Strong mentoring abilities and willingness to help team members" - Shows collaborative leadership

Development Focus and Specific Actions

Strategic Leadership Development:

- Lead a measurable team initiative tied to team KPIs within the next 3 months
- Facilitate knowledge sessions or retrospective improvements quarterly
- Present technical solutions to stakeholders to build communication confidence

Technical Excellence Enhancement:

- Document AI tool integration patterns for team adoption
- Create reusable development components to improve team efficiency
- Lead code review sessions to demonstrate technical leadership

Communication and Visibility:

- Increase participation in cross-functional discussions and stakeholder meetings
- Increase regular 1-on-1s with manager to surface wins and challenges
- Present progress and achievements in sprint reviews and stakeholder demos

Alix demonstrates exceptional OutSystems development capabilities with strong collaborative leadership. His proactive approach to mentoring, expert-level UI problem-solving, and willingness to take initiative when senior team members are unavailable positions him as a high-potential team

member ready for increased responsibilities.

Employee Overall Evaluation

Calculated Rating: 3.69

Rating: Meets Expectations (M)

Comment:

Acknowledgement

Manager

Entered by: Arjay Gallentes   **Date:** 08/15/2025

Status: Acknowledge Review

Comment:

Employee

Entered by: Rae Jordan Alix   **Date:** 08/15/2025

Status: Acknowledge Review

Comment: I was able to acknowledge the evaluation and appreciate the feedback.

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

Rating: **Meets Expectations (M)**

Comment: Early adoption is promising. Expand usage into higher-impact development flows and document effective patterns.

Employee Evaluation

Rating: **Meets Expectations (M)**

Comment: I used AI tools that can be utilized in OutSystems to enhance coding efficiency. I also had used the MS Copilot to cut down on manual work and speed things up

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: | 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:** **Exceeds Expectations (EE)**
Comment: Positive influence on quality and throughput. Couple pairing with concise design notes to aid reuse.	**Comment:** I have actively contributed to development pairing sessions focused on resolving complex features and bugs, which helped enhance team problem-solving and improve delivery speed.

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: | Completed | Completion Date: | 06/30/2025 |

Category: Strategic Initiative

Organization Alignment:

Minimum:	50.00%
Target:	80.00%
Maximum:	100.00%
Actual:	0.00%

Manager Evaluation	Employee Evaluation
Rating: **Exceeds Expectations (EE)**	**Rating:** **Exceeds Expectations (EE)**
Comment: Consistent team-first behavior. Take	**Comment:** I actively participated in development pairing

ownership of a measurable initiative to expand scope.

sessions to tackle complex features and bugs, which strengthened team collaboration and improved delivery speed. Additionally, I contributed to reducing defects and rework by promoting clean, maintainable code and consistently applying best practices—supporting our team's focus on engineering excellence.

Additional Manager Evaluation

Section Summary

Manager Evaluation

Calculated Rating: 3.33
Rating: Meets Expectations (M)

Employee Evaluation

Calculated Rating: 3.67
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: Exceeds Expectations (EE)

Comment: Reliable under pressure with thoughtful follow-through. Continue signaling risks early.

Employee Evaluation

Rating: Exceeds Expectations (EE)

Comment: I would say that I demonstrate the five pillars as there are cases that I would completed the assigned task if there is an urgency on it. I would go beyond my shift hours to complete the said task. There are cases when I also would support my teammates.

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: Exceeds Expectations (EE)

Comment: Agree

Employee Evaluation

Rating: Exceeds Expectations (EE)

Comment: I would consider my ability to break down complex problems and identify root causes to be above average since there are complex issues that is being raised in APW and I would connect with the member that may have been assigned to the task to discuss

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:	Sustained output with quality. Use small batching to reduce context switching.	Comment:	I believe my ability to break down complex problems and identify root causes is above average. When intricate issues arise in APW, I proactively engage with the team member assigned to the task to discuss and collaborate on effective solutions.

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:	Solid delivery foundation. Define ownership of a concrete improvement target to grow scope.	Comment:	I would take initiative by asking for PBIor tasks. I'm actively involved in helping prioritize team commitments and regularly participate in developer pairing sessions. I also make it a point to share knowledge and collaborate closely with my teammates to support continuous learning and team growth.

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: 3.5
Rating: Meets Expectations (M)

Employee Evaluation

Calculated Rating: 3.75
Rating: Meets Expectations (M)