

Tianan, Paul Gabriel

Software Engineer
Manager: Rex Santos
Evaluated By: Rex Santos

July 2025 Performance Review

Organization: Axos Business Center Team XIV (Rex Santos)
Location: ABC Manila Office
01/01/2025 - 06/30/2025

Overall

Manager Overall Evaluation

Calculated Rating: 3.93
Rating: Meets Expectations (M)
Comment: Big Improvements this cycle, continue growing your domain knowledge invest more in the project. become more proactive engaging with the team and stake holders.

Employee Overall Evaluation

Calculated Rating: 3.46
Rating: Meets Expectations (M)
Comment: Over the course of this cycle, I've made meaningful improvements that have positively impacted my day-to-day work. I've gained valuable knowledge, grown my technical skills, and contributed significantly to the team's success. I'm proud to have played a part in achieving our goals, hitting key milestones, and collaborating effectively to complete tasks and resolve investigations.

I'm excited for what's ahead—new challenges, fresh learning opportunities, and more chances to grow and contribute in the next cycle.

Acknowledgement

Manager

Entered by: Rex Santos **Date:** 08/13/2025
Status: Acknowledge Review
Comment:

Employee

Entered by: Paul Tianan **Date:** 08/13/2025
Status: Acknowledge Review
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:** Completed **Completion Date:** 06/30/2025

Category: Strategic Initiative

Organization Alignment:

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

Manager Evaluation

Rating: **Exceeds Expectations (EE)**
Comment: Continue improving skills in all AI Tools
Provided by the company (example. create
llms, ai model, agent in copilot)

Employee Evaluation

Rating: **Meets Expectations (M)**
Comment: I focused on driving team success through collaboration, innovation, and the strategic use of AI. I led the adoption of Windsurf to enhance code quality, enabling the team to proactively address bugs, security vulnerabilities, and maintainability issues. I also leveraged SonarQube to monitor code health—identifying code smells, improving test coverage, and ensuring adherence to quality standards. These efforts significantly raised our development benchmarks and reduced technical debt.

To support smoother delivery cycles, I mentored junior developers and guided peers in using MkDocs for automated release note generation, promoting consistency and reducing manual overhead. Additionally, I implemented an automated pull request (PR) notification system, which improved visibility and accelerated the approval process across the team.

These initiatives reflect my commitment to building a high-performing, collaborative team culture while driving impactful, AI-powered solutions in the banking and financial services space.

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:	100.00%

Manager Evaluation

Rating: Exceeds Expectations (EE)

Comment: Leverage AI Tools for Defect Prevention and do Quality Code Check

Employee Evaluation

Rating: Meets Expectations (M)

Comment: I led key initiatives to strengthen team collaboration and elevate engineering standards. By centralizing all APW-API endpoints under the Axos Bank Postman workspace, I improved API visibility, accessibility, and maintainability. I facilitated team-wide collaboration by inviting developers to contribute, integrating CAPI for easier testing, and standardizing documentation with default payloads. These efforts laid a strong foundation for efficient development and troubleshooting.

To drive code quality, I championed the use of SonarQube, leading discussions on clean code practices and addressing bugs, code smells, and security hotspots. I also initiated profiling of other service repositories to expand quality coverage and escalated critical security findings to DevOps for resolution.

In parallel, I supported defect prevention by resolving issues early through SonarQube insights and monitoring bug trends in Azure DevOps. These actions contributed to a measurable reduction in reported bugs and improved release stability.

These initiatives reflect my commitment to fostering a collaborative, high-quality development environment that supports both team growth and operational 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: Completed

Completion Date: 06/30/2025

Category: Strategic Initiative

Organization Alignment:

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

Manager Evaluation

Rating: **Exceeds Expectations (EE)**

Comment: Continue practising, and improving.

Employee Evaluation

Rating: **Exceeds Expectations (EE)**

Comment: Over the review period, I led several strategic initiatives that enhanced team efficiency, collaboration, and technical excellence. I took ownership of the API management process by establishing a secure, centralized Postman workspace through the Axos Bank team account. This improved API lifecycle management and team collaboration, while ongoing efforts ensure collections remain current and comprehensive.

I also championed knowledge sharing by facilitating a brownbag session on API Management, aligning the team on best practices and promoting cross-functional learning. This initiative laid the groundwork for a continuous learning culture through recurring sessions and shared resources.

To improve onboarding, I initiated process enhancements focused on automation and documentation. By streamlining access provisioning and improving setup guides, we are reducing ramp-up time for new hires and enabling faster integration into the team.

In support of team development, I actively mentored junior developers through pair programming, code reviews, and informal coaching. This hands-on guidance has helped build technical confidence and foster a culture of continuous improvement.

These efforts reflect my commitment to leading by example, empowering others, and driving scalable, team-oriented solutions that support both individual growth and organizational goals.

Additional Manager Evaluation

Manager Evaluation

Calculated Rating: 4
Rating: Exceeds Expectations (EE)

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: Exceeds Expectations (EE)
Comment: become more visible to the other team and stakeholder

Employee Evaluation

Rating: Exceeds Expectations (EE)
Comment: I meet commitments, adapt well to change, and maintain focus under pressure. My strong sense of responsibility and positive attitude contribute to a supportive and uplifting work environment.

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: have a huddle, or increase the collaboration between the team.

Employee Evaluation

Rating: Meets Expectations (M)
Comment: I approach decision-making with a fact-based mindset, breaking down complex problems into manageable parts and focusing on what truly matters. I leverage team strengths to enhance problem-solving and consistently strive for clarity and effectiveness in addressing challenges.

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

Rating: Exceeds Expectations (EE)
Comment: always make sure that the work item(s) are not going back to In-Progress once it move to ready for test

Employee Evaluation

Rating: Exceeds Expectations (EE)
Comment: I effectively manage my workload by prioritizing tasks, maintaining clear procedures, and using time efficiently. I actively seek opportunities to grow, share knowledge, and take on additional responsibilities to support team success and continuous learning.

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:	Exceeds Expectations (EE)	Rating:	Exceeds Expectations (EE)
Comment:	always make sure that the work item(s) are not going back to In-Progress once it move to ready for test	Comment:	I consistently deliver high-quality work on time by directing my efforts efficiently and taking full ownership of outcomes. I hold myself accountable for both successes and setbacks, always striving to improve and contribute meaningfully.

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:	N/A
Additional Manager Evaluation			

Section Summary

Manager Evaluation		Employee Evaluation	
Calculated Rating:	3.75	Calculated Rating:	3.75
Rating:	Meets Expectations (M)	Rating:	Meets Expectations (M)