

## **Hanilyn Vizcayno**

### **Strengths**

She has a strong will and character. She always tries to put a foot hold on what she thinks is right and speaks her mind.

She has grown to have a strong drive with whatever tasks.

She is the reason why many systems are learned and flow well – her strong will enforces regulation amongst other people.

Can lead if she wants to

Can be very ethically and principled based when leading

### **Weaknesses**

#### **Overstepping of Authority**

Too reactive and extremely buoyant of her own opinions without regard for the veracity of the facts

Unrealistic expectations with Tit-for-tat issues on Salary and Pay

She at many times has clearly cherry-picked projects and outcomes that only favor her without regard for consequences

She has at many times acted as if she had authority; but clearly she had over stepped

Trust – At many times, she has been caught pursuing a path of “finding holes” in the system. Ex1: For lending her logic is not only flawed but shows a critical lack of principle and ethics. She disregards policies hoping that very little is found out or that the management and her peers will not comment on.

Ex2: Overtime during trips , without permission and laying overtime which is self-serving.

Ex3: She had taken clients including Starbright – despite the confusion on this area- and failed to properly assess the situation that surrounded her. She also failed to clear it with her superiors.

Ex4: She has at one point made comments such as “looking for a replacement/kapalit so that the Saturday disappears. Both show a negative side of her actions and opinions.

### **Overview**

Hanilyn Vizcayno has a reputation for consistency in working with systems. There is no doubt her contribution has helped in making changes into the system of the company. She is a very fast-learner, and tries to get things done as fast as possible.



At many times she perceives that her actions and views are correct, which she may well be; but actually at many times many of her opinions are actually false; unwarranted; and are repetitions of past opinions that have actually failed - whether they are of opinions about salary, benefits, and including her absences; overtime during trips and etc.

She fails to realize or correct many mistakes because of her strong will. Many people, including her own colleagues do not voice their objections about her questionable and highly unethical actions.

#### **Recommendations**

She can continue to do her work as such on systems. She is good at it. However, she is already becoming underutilized because a large portion of the work has been automated upon. She needs to work on trust issues; regulation enforcement ; and her ability to listen and assess her work environment - all critical to her work and creating a more "positive" environment. On the most important note: she needs learn to build trust (although extremely difficult) to reverse past occurrences if she wants to move up or to the next level.

#### **Performance 5.5**