

Pia Cabanas

Strengths:

Extremely strong will on opinions
Can motivate people
Has a very honest and trustworthy streak
Can get things done
Can be professional and ethical (but needs a lot of coaching)

Weaknesses

Can be tactless or too strong
Can be too emotional
Relies too much on logical explanations rather than weighted justifications on reasoning
Can be sometimes too over-reactive
Somewhat unsystematic and deviates overtime – thus needing checking once-in-a-while
Can be too gossipy
Can be undisciplined
Ability to separate professional and personal matters
Uses her cellphone too much

Overview

Pia has come along way from previous years. During my first encounters with her she had a very strong personality. She rarely yields to colleagues, rather only to superiors. At many times, she unknowingly offends people because of her strong personality.

She can at many times yield to certain inconsistencies which lay to foundation of her failures on adopting systems and mechanisms. For example: she deviates from normal routine, thinking it is logical. However, from a third party point of view it is unjustifiable. EX1: Using the drivers for pickup of her refrigerator. She needs to create an understanding that while the management tolerates certain things that it gives leeway too; there is a certain code of ethic – which is not to be self-serving and to be objective in making decisions. Further, she, at times, can be extremely too blunt, strong and tactless that she fails to realize that people do not speak to her or voice any opinions because of her own views.

On a more positive note: after experiencing a very tumultuous September 2017, where flooded her complaints about the new system, she has come to advocate the improvements. While this is positive; she also needs to take note that many people work hard to improve the systems. Sometimes it is a matter of trusting people despite past issues – which is ironically something she also needs to work on. It is extremely positive that she has remained consistent so far and many positive comments have come from a variety of people around her.

Some Critical Areas of Development

- 1.) Influencing employees
- 2.) Basic Analytical Knowledge on systems; and data analysis
- 3.) Self-Discipline (Mobile Phones and Non-reactance and taming her personality)
- 4.) Understanding trade-offs

Oct 21, 2018 Signed,
PIA CABANAS 10/29/18

Further Remarks

Overall, if Pia can attain good analytical knowledge, especially from ISO statistics, she can actually move higher professionally. It should be noted; it is possible that she can be leader if she can work hard to tame her behaviors and reaction. Furthermore, she needs to gain analytical knowledge so she can view problems far better than other people; while at the same time gain insights on how to deal with logistical issues with employees.

Performance Rating- 4.5