EVALUAT	ION REPORT & COU	JNSEL	ING RECORD (E	E1 - E6	5)	RCS BUPERS16101
1. Name (Last, Firs	t MI Suffix)		2. Rate 3. I	Desig		4. SSN
5. ACT TAR	INACT AT/ADSW/265 6. UIC	7. Ship/S	tation		8. Promo	tion Status 9. Date Reported
Occasion for Report	Detachment Pro	motion/		d of Report	t t	
10. Periodic	11. of Individual 12. Fr	ocking	13. Special 14. F		1.	15. To: 21. Billet Subcategory (if any)
Report	Type of Report 17. Regular 18. Cond	urrent] 20. P.	hysical Rea	adiness	21. Billet Subcategory (If ally)
22. Reporting Senior (I	Last, FI MI) 23. Grade	24. Desig	25. Title	26	6. UIC	27. SSN
28. Command employn	nent and command achievements.			1		'
29. Primary/Collateral/	Watchstanding duties. (Enter primary duty a	bbreviation in	box.)			
· ·	g Use. (When completing EVAL, unseling worksheet, and sign 32.)	Date Couns	eled 31. Counselor		32. Signa	ture of Individual Counseled
PERFORMANCE TRAITS: 1.0 - Below standards/not progressing or UNSAT in any one standard; 2.0 - Does not yet meet all 3.0 standards; 3.0 - Meets all 3.0 standards; 4.0 - Exceeds most 3.0 standards; 5.0 - Meets overall criteria and most of the specific standards for 5.0. Standards are not all inclusive.						
PERFORMANCE	1.0*	2.0 Pro-	3.0	4.0 Ab	O ove	5.0
TRAITS 33.	Below Standards - Marginal knowledge of rating, specialty	gressing	Meets Standards - Strong working knowledge of rating,	Stan	dards - Recor	Greatly Exceeds Standards gnized expert, sought out by all for
PROFESSIONAL	or job. - Unable to apply knowledge to solve	_	specialty and job. - Reliably applies knowledge to	_	techni	ical knowledge. knowledge to solve complex
KNOWLEDGE: Technical knowledge and practical application.	routine problems. - Fails to meet advancement/PQS requirements.	-	accomplish tasks. - Meets advancement/PQS requirements on time.	-	techni - Meets	ical problems. s advancement/PQS requirements (with distinction.
NOB						
34. QUALITY OF WORK: Standard of work; value of end product.	Needs excessive supervision. Product frequently needs rework. Wasteful of resources.	-	Needs little supervision. Produces quality work. Few errors and resulting rework. Uses resources efficiently.	-	- Alway	s no supervision. ys produces exceptional work. No rk required. mizes resources.
NOB						
35. COMMAND OR ORGANIZATIONAL CLIMATE/EQUAL OPPORTUNITY: Contributing to growth and development, human worth, community. NOB	Actions counter to Navy's retention/reenlistmen goals. Uninvolved with mentoring or professional development of subordinates. Actions counter to good order and discipline and negatively affect Command/Organizational climate. Demonstrates exclusionary behavior. Fails to value differences from cultural diversity.	-	Positive leadership supports Navy's increased retention goals. Active in decreasing attrition. Actions adequately encourage/support subordinates' personal/professional growth. Demonstrates appreciation for contributions of Navy personnel. Positive influence on Commodimate. Values differences as strengths. Fosters atmost acceptance/inclusion per EO/EEO policy.	n. - of - nand	reten - Proar subor profe - Initia and f Orga - The	surably contributes to Navy's increased tion and reduced attrition objectives. ctive leader/exemplary mentor. Involved in redinates' personal development leading to essional growth/sustained commitment. attes support programs for military, civilian, families to achieve exceptional Command and mizational climate. The programs of the programs of the military of the model of achievement. Develops unit cohesion aluing differences as strengths.
36.	- Consistently unsatisfactory appearance.	-	- Excellent personal appearance.	-		plary personal appearance.
MILITARY BEARING/ CHARACTER:	- Poor self-control; conduct resulting in disciplinary action.	-	- Excellent conduct, conscientiously complies with regulations.	-		el of conduct, on and off duty.
Appearance, conduct, physical fitness, adherence to Navy Core Values.	- Unable to meet one or more physical readiness standards Fails to live up to one or more Navy Core Values: HONOR, COURAGE,	-	- Complies with physical readiness program. - Always lives up to Navy Core Values: HONOR, COURAGE, COMMITMENT.	-	- Exem	der in physical readiness. plifies Navy Core Values: NOR, COURAGE, COMMITMENT.
NOB	COMMITMENT.		Ī	_		
37. PERSONAL JOB ACCOMPLISH- MENT7 INITIATIVE: Responsibility, quantity of work.	Needs prodding to attain qualification or finish job. Prioritizes poorly. Avoids responsibility.	-	Productive and motivated. Completes tasks and qualifications fully and on time. Plans/prioritizes effectively. Reliable, dependable, willingly accepts responsibility.		qualif expec - Plans. excep - Seeks	getic self-starter. Completes tasks or fications early, far better than ted. /prioritizes wisely and with tional foresight. extra responsibility and takes on ardest jobs.
NOB			ſ	_		

EVALUATION REPORT & COUNSELING RECORD (E1 - E6) (cont'd) RCS BUPERS 1616.2 1. Name (Last, First MI Suffix) 2. Rate 3. Desig 4. SSN PERFORMANCE 1.0* 2.0 4.0 Above Standards 3.0 5.0 Pro-TRAITS Below Standards Meets Standards Greatly Exceeds Standards gressing 38. Creates conflict, unwilling to work Reinforces others' efforts, meets Team builder, inspires cooperation and with others, puts self above team. TEAMWORK: Fails to understand team goals or Understands goals, employs good Focuses goals and techniques for teams. Contributions to team teamwork techniques teamwork techniques building and team results Does not take direction well. Accepts and offers team direction. The best at accepting and offering team direction. NOB 39. Neglects growth/development or welfare of Effectively stimulates growth/development in Inspiring motivator and trainer, subordinates subordinate subordinates reach highest level of growth LEADERSHIP: Fails to organize, creates problems Organizes successfully, implementing process and development. Organizing, motivating and improvements and efficiencies. for subordinates. Superb organizer, great foresight, developing others to Does not set or achieve goals relevant Sets/achieves useful, realistic goals that develops process improvements and accomplish goals. to command mission and vision. support command mission efficiencies. Lacks ability to cope with or tolerate Performs well in stressful situations Leadership achievements dramatically Clear, timely communicator. further command mission and vision. Inadequate communicator Ensures safety of personnel and Perseveres through the toughest Tolerates hazards or unsafe practices. equipment. challenges and inspires others. Exceptional communicator. Makes subordinates safety-conscious, maintains top safety record. Constantly improves the personal and NOB professional lives of others. 40. Individual Trait Avg. 41. I recommend this individual for (maximum of two): Assignment in 42. Signature of Rater (Typed Name & Rate): I have evaluated this member against the above Total of trait scores divided by Rating, Sea Special Programs, Shore Special Programs, Commissioning performance standards and have forwarded written explanation of marks of 1.0 and 5.0. number of graded traits. Programs, Special Warfare Programs, Rating Instructor Duty, Other. (Be specific.) Date: 43. COMMENTS ON PERFORMANCE. *All 1.0 marks, three 2.0 marks, and 2.0 marks in Block 35 must be specifically substantiated in comments. Comments must be verifiable. Font must be 10 or 12 pitch (10 to 12 point) only. Use upper and lower case. 44. QUALIFICATIONS/ACHIEVEMENTS - Education, awards, community involvement, etc., during this period. Promotion 47. Retention: Significant Must Early NOB Progressing Promotable Recommendation Problems Promote Not Recommended Recommended 48. Reporting Senior Address 45. INDIVIDUAL 46. SUMMARY 49. Signature of Senior Rater (Typed Name & Grade/Rate): I have reviewed the evaluation of this member 50. Signature of Reporting Senior against these performance standards and have provided written explanation to support marks of 1.0 and 5.0. Date: Date: Summary Group Average: 51. Signature of Individual Evaluated. "I have seen this report, been apprised of my 52. Typed name, grade, command, UIC, and signature of Regular Reporting Senior on Concurrent Report performance, and understand my right to submit a statement

I do not intend to submit a statement.

Date:

I intend to submit a statement.

Date: