

RATED NCO'S NAME (Last, First, Middle Initial)				SSN		THRU DATE							
PART IV (Rater) – VALUES/NCO RESPONSIBILITIES				Specific Bullet examples of "EXCELLENCE" or "NEEDS IMPROVEMENT" are mandatory. Specific Bullet examples of "SUCCESS" are optional.									
b. COMPETENCE - Duty proficiency; MOS competency - Technical & Tactical; knowledge, skills, and abilities - Sound judgment - Seeking self-improvement; always learning - Accomplishing tasks to the fullest capacity; committed to excellence EXCELLENCE SUCCESS NEEDS IMPROVEMENT (Exceeds std) (Meets std) (Some) (Much)													
c. PHYSICAL FITNESS & MILITARY BEARING - Mental and physical toughness - Endurance and stamina to go the distance - Displaying confidence and enthusiasm; looks like a soldier EXCELLENCE SUCCESS NEEDS IMPROVEMENT (Exceeds std) (Meets std) (Some) (Much)		APFT		HEIGHT/WEIGHT									
d. LEADERSHIP - Mission first - Genuine concern for soldiers - Instilling the spirit to achieve and win - Setting the example; Be, Know, Do EXCELLENCE SUCCESS NEEDS IMPROVEMENT (Exceeds std) (Meets std) (Some) (Much)													
e. TRAINING - Individual and team - Mission focused; performance oriented - Teaching soldiers how; common tasks, duty-related skills - Sharing knowledge and experience to fight, survive and win EXCELLENCE SUCCESS NEEDS IMPROVEMENT (Exceeds std) (Meets std) (Some) (Much)													
f. RESPONSIBILITY & ACCOUNTABILITY - Care and maintenance of equipment/facilities - Soldier and equipment safety - Conservation of supplies and funds - Encouraging Soldiers to learn and grow - Responsible for good, bad, right & wrong EXCELLENCE SUCCESS NEEDS IMPROVEMENT (Exceeds std) (Meets std) (Some) (Much)													
PART V – OVERALL PERFORMANCE AND POTENTIAL													
a. RATER. Overall potential for promotion and/or service in positions of greater responsibility. AMONG THE BEST FULLY CAPABLE MARGINAL		e. SENIOR RATER BULLET COMMENTS											
b. RATER. List 3 Positions in which the rated NCO could best serve the Army at his/her current grade. _____ _____ _____													
c. SENIOR RATER. Overall performance		1	2	3	4	5	d. SENIOR RATER. Overall potential For promotion and/or service in Positions of greater responsibility		1	2	3	4	5
		Successful			Fair	Poor			Successful			Fair	Poor