## SPC/CPL PROMOTION EVALUATION WORKSHEET
For use of this form, see **EPS MOI**; the proponent agency is NGMO-PER-AB

### SECTION I - SOLDIER IDENTIFICATION

| | |
|---|---|
| 1. NAME (Last, First, MI): | 2. RANK: |

| | | |
|---|---|---|
| 3. UNIT: | 4. STATUS: | 5. CPMOS: |

### SECTION II - APPRAISALS

**NOTE:** Comments are required for each attribute. Soldiers will be counseled for Did Not Meet Standard elections.

**CHARACTER:** *Army Values; Empathy; Warrior Ethos/Service Ethos; Discipline; Humility*

| | |
|---|---|
| Met Standard: ☐ | |
| Did Not Meet Standard: ☐ | |

**PRESENCE:** *Military Bearing/Professional bearing; Fitness; Confidence; Resilience*

| | |
|---|---|
| Met Standard: ☐ | |
| Did Not Meet Standard: ☐ | |

**INTELLECT:** *Mental agility; Judgment; Innovation; Interpersonal tact; Expertise*

| | |
|---|---|
| Met Standard: ☐ | |
| Did Not Meet Standard: ☐ | |

**LEADS:** *Leads others; Builds trust; Extends influence; Leads by example; Communicates*

| | |
|---|---|
| Met Standard: ☐ | |
| Did Not Meet Standard: ☐ | |

**ACHIEVES:** *Gets results; Anticipates; Improves performance; Executes; Adapts*

| | |
|---|---|
| Met Standard: ☐ | |
| Did Not Meet Standard: ☐ | |

**RATER OVERALL PERFORMANCE:**

Exceeded Standard: ☐          Met Standard: ☐          Did Not Met Standard: ☐

**SENIOR RATER OVERALL POTENTIAL:** *Capacity to develop for future leadership opportunities*

Most Qualified: ☐     Highly Qualified: ☐     Qualified: ☐     Not Qualified: ☐

| |
|---|
| RATER (RANK,NAME, POSITION): |
| SIGNATURE AND DATE: |
| SENIOR RATER NAME (RANK,NAME, POSITION): |
| SIGNATURE AND DATE: |
| **1SG SIGNATURE AND REVIEW DATE:** |
| RATED SOLDIER NAME (RANK,NAME, POSITION): |
| SIGNATURE AND DATE: |

**AGMO FORM 4101, JUNE 22**

**These definitions are provided to assist in standardizing how we as an organization rate our Soldiers for future assignments of greater responsibility. As a leader it is your responsibility to access your Soldier accurately and reflect their performance and potential in your rating. **

***<u>NOTE</u>: Box 4 – **STATUS** selections are: MDAY/ADOS/AGR***

## PERFORMANCE MEASURE DEFINITIONS

Performance measure definitions from AR 623-3 are provided to assist in understanding what Did Not Meet Standard, Met Standard and Exceeded Standard mean.

### Exceeded Standard

Rated Soldier performs above the required Army standards and organizational goals of leader competencies and attributes; this Soldier often takes disciplined initiative in applying leader competencies and attributes; results have an immediate impact on the mission, fellow Soldiers, the unit, and the Army; this level of performance is not common, typically demonstrated by the upper third of Soldiers of the same grade.

### Met Standard

Rated Soldier successfully achieves and maintains the required Army standards and organizational goals of leader competencies and attributes; effectively meets and enforces the standard for the unit and succeeds by taking appropriate initiative in applying the leader competencies and attributes; results have a positive impact on the mission, fellow Soldiers, the unit, and the Army; this level of performance is considered normal and typically demonstrated by a majority of Soldiers of the same grade.

### Did Not Meet Standard

Rated Soldier fails to meet or maintain the required Army standards and organizational goals of leader competencies and attributes; does not enforce or meet the standard for the unit; exhibits/displays minimal or no effort; actions often have a negative effect on the mission, fellow Soldiers, the unit, and the Army.

### Rater Overall Performance

Comments are mandatory and should compare the performance of the rated Soldier with their contemporaries during the evaluation period. The focus is on performance results achieved and the manner by which they were achieved.

### Senior Rater Overall Potential

If the rated Soldier's **potential exceeds** that of the majority of your Soldiers in the senior rater's population, the senior rater will place an "X" in the "**most qualified**" box.

If the potential assessment is consistent with the majority of your Soldiers in that grade the senior rater will place an "X" in the "**highly qualified**" box.

If the rated Soldier's **potential is adequate**, but beneath the majority of your Soldiers in the senior rater's population for that grade and the senior rater believes the rated NCO possesses potential with further development, the senior rater will place an "X" in the "**qualified**" box.

If the rated Soldier's potential is below the majority of your Soldiers in the senior rater's population for that grade and the senior rater does not believe the rated Soldier should be considered for promotion, the senior rater will place an "X" in the "**unqualified**" box.