

|           |     |            |  |                    |    |
|-----------|-----|------------|--|--------------------|----|
| Last Name |     | First Name |  |                    | MI |
| Rank      | Age | Billet     |  | Date of Evaluation |    |

### EVALUATION

| TRAIT/QUALITY   | UN | BA | AV | AA | EX | OS | TRAIT/QUALITY  | UN | BA | AV | AA | EX | OS |
|---|----|----|----|----|----|----|--|----|----|----|----|----|----|
| <b>Justice:</b>   | UN | BA | AV | AA | EX | OS | <b>Judgement:</b>  | UN | BA | AV | AA | EX | OS |
| Fair and consistent based on each situation.                      |    |    |    |    |    |    | The ability to make good decisions.                                    |    |    |    |    |    |    |
| <b>Decisiveness:</b>  | UN | BA | AV | AA | EX | OS | <b>Integrity:</b>  | UN | BA | AV | AA | EX | OS |
| The ability to make good decisions without delay.                 |    |    |    |    |    |    | Doing what is right when no one is looking.                            |    |    |    |    |    |    |
| <b>Dependability:</b>   | UN | BA | AV | AA | EX | OS | <b>Tact:</b>   | UN | BA | AV | AA | EX | OS |
| Can be trusted to complete a job, attends regularly.              |    |    |    |    |    |    | Delivering a message with respect.                                     |    |    |    |    |    |    |
| <b>Initiative:</b>  | UN | BA | AV | AA | EX | OS | <b>Endurance:</b>  | UN | BA | AV | AA | EX | OS |
| Doing a task without being told to.                               |    |    |    |    |    |    | Ability to do something difficult for a long time.                     |    |    |    |    |    |    |
| <b>Bearing:</b>   | UN | BA | AV | AA | EX | OS | <b>Unselfishness:</b>  | UN | BA | AV | AA | EX | OS |
| Consistent high level of self-control.                            |    |    |    |    |    |    | Putting others before their own needs.                                 |    |    |    |    |    |    |
| <b>Courage:</b>   | UN | BA | AV | AA | EX | OS | <b>Knowledge:</b>  | UN | BA | AV | AA | EX | OS |
| Accomplishing the task even when afraid.                          |    |    |    |    |    |    | Having information and being familiar with required material.          |    |    |    |    |    |    |
| <b>Empathy:</b>   | UN | BA | AV | AA | EX | OS | <b>Enthusiasm:</b>   | UN | BA | AV | AA | EX | OS |
| Understanding another person's condition or feelings.             |    |    |    |    |    |    | Intense interest and excitement.                                       |    |    |    |    |    |    |
| <b>Intellect:</b>   | UN | BA | AV | AA | EX | OS | <b>Sets Positive Example:</b>  | UN | BA | AV | AA | EX | OS |
| The ability to understand and evaluate knowledge.                 |    |    |    |    |    |    | Does the right thing and encourages others to do the right thing.      |    |    |    |    |    |    |
| <b>Develops Teamwork:</b>   | UN | BA | AV | AA | EX | OS | <b>Takes Responsibility:</b>   | UN | BA | AV | AA | EX | OS |
| Manages conflict and keeps the group organized.                   |    |    |    |    |    |    | If at fault, admits it and accepts the consequences.                   |    |    |    |    |    |    |
| <b>Seeks Self Improvement:</b>                                    | UN | BA | AV | AA | EX | OS | <b>Keeps Subordinates Informed:</b>                                    | UN | BA | AV | AA | EX | OS |
| Makes an effort to improve weaknesses.                            |    |    |    |    |    |    | Passes down appropriate information.                                   |    |    |    |    |    |    |
| <b>Prioritizes Team Welfare:</b>                                  | UN | BA | AV | AA | EX | OS | <b>Delegated Effectively:</b>  | UN | BA | AV | AA | EX | OS |
| Ensures the team members are healthy, fed, clothed, and involved. |    |    |    |    |    |    | Gives instruction that is specific, ethical, realistic, and timebound. |    |    |    |    |    |    |
| <b>Sets Reachable Goals:</b>                                      | UN | BA | AV | AA | EX | OS | <b>Inspires Subordinates:</b>  | UN | BA | AV | AA | EX | OS |
| Creates goals that are hard to reach but achievable.              |    |    |    |    |    |    | Sparks the enthusiasm within the people on the team.                   |    |    |    |    |    |    |

|                 | UN    | BA    | AV   | AA   | EX   | OS   |   |    |   |                    |  |
|-----------------|-------|-------|------|------|------|------|---|----|---|--------------------|--|
| <b>Count</b>    |       |       |      |      |      |      |   |    |   |                    |  |
| <b>Multiply</b> | X     | X     | X    | X    | X    | X    |   |    |   |                    |  |
| <b>Value</b>    | -0.20 | -0.10 | 0.00 | 0.05 | 0.10 | 0.20 |   |    |   |                    |  |
| <b>Equals</b>   | +     | +     | +    | +    | +    | +    | = | +7 | = | <b>Final Score</b> |  |

| UNSATISFACTORY | BELOW AVERAGE | AVERAGE   | ABOVE AVERAGE | EXCELLENT | OUTSTANDING |
|----------------|---------------|-----------|---------------|-----------|-------------|
| 5.0 – 5.9      | 6.0 – 6.9     | 7.0 – 7.4 | 7.5 – 7.9     | 8.0 – 8.9 | 9.0 – 9.9   |

Rater's Remarks:

Young Marine's Remarks:

\_\_\_\_\_  
Rater's Signature

\_\_\_\_\_  
Young Marine's Signature

\_\_\_\_\_  
Date

\_\_\_\_\_  
Date

Unit Commander's Review:

\_\_\_\_\_  
Unit Commander's Signature

\_\_\_\_\_  
Date

## INSTRUCTIONS

| UNSATISFACTORY (UN)  |               |           | ABOVE AVERAGE (AA)  |             |             |           |              |    |   |            |
|--|---------------|-----------|---|-------------|-------------|-----------|--------------|----|---|------------|
| This category is generally for a Young Marine who knows the correct thing to do but chooses to do what is not correct. A Young Marine who has most likely been scolded for an inappropriate infraction. This category can also be a Young Marine who is afraid to step out and do what is right.       |               |           | A Young Marine who excels past the average and shows he/she is not afraid to step out of their boundaries. However, this should not be based on anything that is a skill such as PFTs, drill, or test taking skills. This exception is the Young Marine who shows tenacity in not giving up on weaknesses in these areas. |             |             |           |              |    |   |            |
| BELOW AVERAGE (BA)   |               |           | EXCELLENT (EX)  |             |             |           |              |    |   |            |
| A Young Marine who has fallen short of what a Young Marine of his/her current rank should know. A Young Marine who also understands what should happen but chooses to do otherwise. This can include lack of knowledge, confidence, and willingness to do tasks associated with their billet and rank. |               |           | A Young Marine who goes above and beyond normal duties. This Young Marine is not necessarily the most motivated Young Marine, but he/she shows a clear positive distinctive presence in a particular area.  |             |             |           |              |    |   |            |
| AVERAGE (VA)   |               |           | OUTSTANDING (OS)  |             |             |           |              |    |   |            |
| A Young Marine who does not stand out but does not get into trouble. The average Young Marine is based off the caliber of his/her peers and the staff's expectation for the Young Marine's particular rank.  |               |           | Although this score should be almost unobtainable, the Young Marine has completely demonstrated a high level of understanding of leadership traits and their duties and responsibilities. If he/she does not yet have this mastered, this Young Marine is well on his/her way to mastery.                                 |             |             |           |              |    |   |            |
| UNSATISFACTORY   | BELOW AVERAGE | AVERAGE   | ABOVE AVERAGE   | EXCELLENT   | OUTSTANDING |           |              |    |   |            |
| 5.0 – 5.9  | 6.0 – 6.9     | 7.0 – 7.4 | 7.5 – 7.9   | 8.0 – 8.9   | 9.0 – 9.9   |           |              |    |   |            |
| Add the number of marks for each category and put it into the "Count" column. Then multiply the number of marks by the value for each category. Add all totals in the "Equals" column together then add "7" to the total to get the final score.   |               |           |   |             |             |           |              |    |   |            |
| <b>Example:</b>  | <b>UN</b>     | <b>BA</b> | <b>AV</b>   | <b>AA</b>   | <b>EX</b>   | <b>OS</b> |              |    |   |            |
| <b>Count</b>   | <b>1</b>      | <b>0</b>  | <b>5</b>  | <b>18</b>   | <b>0</b>    | <b>0</b>  |              |    |   |            |
| <b>Multiply</b>  | X             | X         | X   | X           | X           | X         |              |    |   |            |
| <b>Value</b>   | -0.20         | -0.10     | 0.00  | 0.05        | 0.10        | 0.20      |              |    |   |            |
| <b>Equals</b>  | <b>-0.2+</b>  | <b>0+</b> | <b>0+</b>   | <b>0.9+</b> | <b>0+</b>   | <b>0</b>  | = <b>0.7</b> | +7 | = | <b>7.7</b> |