

EVALUATION REPORT & COUNSELING RECORD (E1 - E6)

RCS BUPERS 1610-1

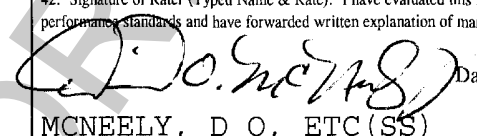

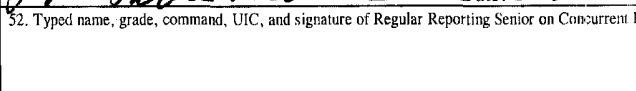
1. Name (Last, First MI Suffix) MANN, MICHAEL A		2. Rate SA		3. Desig		4. SSN					
5. ACT <input checked="" type="checkbox"/> TAR <input type="checkbox"/> INACT <input type="checkbox"/> AT/ADSW/ 265		6. UIC 30626		7. Ship/Station SERVSCOLCOM GLAKES IL		8. Promotion Status REGULAR		9. Date Reported 96JUL02			
Occasion for Report			Period of Report								
10. Periodic <input type="checkbox"/>		11. Detachment of Individual <input checked="" type="checkbox"/>		12. Promotion/Frocking <input type="checkbox"/>		13. Special <input type="checkbox"/>		14. From: 96JUL03 15. To: 97JAN07			
16. Not Observed Report <input type="checkbox"/>		Type of Report			20. Physical Readiness P/WS		21. Billet Subcategory (if any) STUDENT				
17. Regular <input checked="" type="checkbox"/>		18. Concurrent <input type="checkbox"/>		19. <input type="checkbox"/>							
22. Reporting Senior (Last, FI MI) DELLAVEDOVA, P F		23. Grade CDR		24. Desig 1110		25. Title OIC		26. UIC 0580A		27. SSN	
28. Command employment and command achievements. Provide apprentice and advanced training for enlisted and officer personnel.											
29. Primary/Collateral/Watchstanding duties. (Enter primary duty abbreviation in box.) STUDENT Assigned to TECHCORE School. TEMDUINS RTC GLAKES IL 96JUL02 TO 96SEP11.											
For Mid-term Counseling Use. (When completing EVAL, enter 30 and 31 from counseling record, sign 32.)				30. Date Counseled NOT REQ		31. Counselor		32. Signature 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 TRAITS	1.0* Below Standards	2.0 Pro- gressing	3.0 Meets Standards	4.0 Above Standards	5.0* Greatly Exceeds Standards
33. PROFESSIONAL KNOWLEDGE: Technical knowledge and practical application.  NOB <input checked="" type="checkbox"/>	- Marginal knowledge of rating, specialty or job. - Unable to apply knowledge to solve routine problems. - Fails to meet advancement/PQS requirements.	-	- Strong working knowledge of rating, specialty and job. - Reliably applies knowledge to accomplish tasks. - Meets advancement/PQS requirements on time.	-	- Recognized expert, sought out by all for technical knowledge. - Uses knowledge to solve complex technical problems. - Meets advancement/PQS requirements early/with distinction.
34. QUALITY OF WORK: Standard of work; value of end product.  NOB <input checked="" type="checkbox"/>	- Needs excessive supervision. - Product frequently needs rework. - Wasteful of resources.	-	- Needs little supervision. - Produces quality work. Few errors and resulting rework. - Uses resources efficiently.	-	- Needs no supervision. - Always produces exceptional work. No rework required. - Maximizes resources.
35. EQUAL OPPORTUNITY: Fairness, respect for human worth.  NOB <input checked="" type="checkbox"/>	- Displays personal bias or engages in harassment. - Tolerates bias, unfairness or harassment in subordinates. - Lacks respect for EO objectives.  - Interferes with order and discipline by disregarding rights of others.	-	- Always treats others with fairness and respect. - Does not condone bias or harassment in or outside of workplace. - Supports Navy EO objectives.  - Contributes to unit cohesiveness and morale.	-	- Admired for fairness and human respect. - Ensures a climate of fairness and respect for human worth. - Pro-active EO leader, achieves concrete EO objectives. - Leader and model contributor to unit cohesiveness and morale.
36. MILITARY BEARING/ CHARACTER: Appearance, conduct, physical fitness, adherence to Navy Core Values.  NOB <input type="checkbox"/>	- Consistently unsat appearance. - Poor self-control; conduct resulting in disciplinary action. - Unable to meet one or more physical readiness standards. - Fails to live up to one or more Navy Core Values: HONOR, COMMITMENT, COURAGE.	-	- Excellent personal appearance. - Excellent conduct, conscientiously complies with regulations. - Complies with physical readiness program, within all standards. - Always lives up to Navy Core Values: HONOR, COMMITMENT, COURAGE.	-	- Exemplary personal appearance. - Model of conduct, on and off duty.  - Excellent or outstanding PRT. A leader in physical readiness. - Exemplifies Navy Core Values: HONOR, COMMITMENT, COURAGE.
37. PERSONAL JOB ACCOMPLISHMENT/ INITIATIVE: Responsibility, quantity of work.  NOB <input checked="" type="checkbox"/>	- 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.	-	- Energetic self-starter. Completes tasks or qualifications early, far better than expected. - Plans/prioritizes wisely and with exceptional foresight. - Seeks extra responsibility and takes on the hardest jobs.

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PERFORMANCE TRAITS	1.0* Below Standards	2.0 Pro- gressing	3.0 Meets Standards	4.0 Above Standards	5.0* Greatly Exceeds Standards		
38. TEAMWORK: Contributions to team building and team results.  NOB <input checked="" type="checkbox"/>	- Creates conflict, unwilling to work with others, puts self above team. - Fails to understand team goals or teamwork techniques. - Does not take direction well.	-	- Reinforces others' efforts, meets commitments to team. - Understands goals, employs good teamwork techniques. - Accepts and offers team direction.	-	- Team builder, inspires cooperation and progress. - Focuses goals and techniques for teams. - The best at accepting and offering team direction.		
39. LEADERSHIP: (Optional for E1-E3) Organizing, motivating and developing others to accomplish goals.  NOB <input checked="" type="checkbox"/>	- Fails to motivate, train or develop subordinates. - Fails to organize, creates problems for subordinates. - Does not set or achieve goals relevant to command mission. - Lacks ability to cope with or tolerate stress. - Inadequate communicator. - Tolerates hazards or unsafe practices. - Does not attend to welfare of subordinates.	-	- Effectively motivates, trains and develops subordinates. - Organizes successfully, solves problems as they occur. - Sets/achieves useful, realistic goals which support command mission. - Performs and leads effectively in stressful situations. - Clear, timely communicator. - Ensures safety of personnel and equipment. - Routinely considers subordinates' personal and professional welfare.	-	- Inspiring motivator and trainer, consistently builds winners. - Superb organizer, great foresight, gets ahead of problems. - Leadership achievements significantly further command mission. - Perseveres through the toughest challenges and inspires others. - Exceptional communicator. - Makes subordinates safety-conscious, has top safety record. - Constantly improves the personal and professional lives of others.		
40. Individual Trait Avg. Total of trait scores divided by number of graded traits.  <input type="text" value="2.00"/>	41. I recommend this individual for (maximum of two): Assignment in Rating, Sea Special Programs, Shore Special Programs, Commissioning Programs, Special Warfare Programs, Rating Instructor Duty, Other. (Be specific.)  N/A		42. Signature of Rater (Typed Name & Rate): I have evaluated this member against the above performance standards and have forwarded written explanation of marks 1.0 and 5.0.   MCNEELY, D O, ETC (SS) Date: 23 Dec 96				
43. COMMENTS ON PERFORMANCE: * All 5.0 and 1.0 marks must be specifically substantiated in comments. No numerical ranking permitted. Comments must be verifiable. Bold, underlined, italic, or other highlighted type is prohibited. Font must be 10 or 12 pitch (10 to 12 point) only. Use upper and lower case.  Reason for evaluation: Transfer to Transient Personnel Unit (TPU), Great Lakes, IL. Awaiting administrative separation from the U.S. Naval Service by reason of:  Convenience of the Government on the basis of a Personality Disorder.							
44. QUALIFICATIONS/ACHIEVEMENTS - Education, awards, community involvement, etc., during this period.							
Promotion Recommendation	NOB	Significant Problems	Progressing	Promotable	Must Promote	Early Promote	47. Retention: Not Recommended <input checked="" type="checkbox"/> Recommended <input type="checkbox"/>
45. INDIVIDUAL			X				48. Reporting Senior Address COMMANDING OFFICER SERVICE SCHOOL COMMAND GREAT LAKES IL 60088
46. SUMMARY	<input checked="" type="checkbox"/>	0	1	0	0	0	
49. Signature of Senior Rater (Typed Name & Grade/Rate): I have reviewed the evaluation of this member against these performance standards and have provided written explanation to support marks of 1.0 and 5.0.  NONE AVAILABLE Date:				50. Signature of Reporting Senior   Date: 30 Dec 96			
51. Signature of Individual Evaluated. "I have seen this report, been apprised of my performance, and understand my right to submit a statement." I intend to submit a statement. <input type="checkbox"/> I do not intend to submit a statement. <input checked="" type="checkbox"/>				52. Typed name, grade, command, UIC, and signature of Regular Reporting Senior on Concurrent Report  			
Michael A. Mann Date: 28 JAN 97				Date:			