

CO's Current Summary average (From BUPERS) 4.4

2019 Navy FITREP and Evaluation Commander's Ranking Sheet

	Primary Summary Group (URL Officers, ect)						Secondary Summary group (TAD, Non URL, ECT)		
	Smith	Jones	Willson	Williams	Wright	Kim	Brown	Black	White
Professional Expertise	5	5	5	4	4	5	4	4	4
CIMEO	5	5	5	4	4	4	4	3	3
Mil Bearing	5	5	5	4	4	2	3	3	3
Teamwork	5	5	4	3	3	3	4	5	4
Mission Accomplishment	5	4	5	4	4	6	5	5	4
Leadership	5	4	4	4	4	3	3	3	3
Tactical Performance	4	4	4	4	4	3	5	5	4
Trait Average	4.86	4.57	4.57	3.86	3.86	3.71	4.00	4.00	3.57
Block 40 Recommendations for Next Assignment	Command / PG School	Early Command / PG School	Early Command / PG School	Early Command / PG School	Early Command / PG School	Assignment in Rate	COMMAND	PG SCHOOL	PG SCHOOL
Block 41 top Comments (to the Promotion board)	#1 OF 9 O-4s; ALREADY PERFORMING AT THE LEVEL OF AN O-5! SELECT NOW FOR COMMANDER!	#2 OF 9 O-4'S; OUTSTANDING EOD OFFICER! READY NOW FOR SELECTION TO COMMANDER!	My #1 EP! ABSOLUTELY SELECT NOW FOR COMMANDER!	PROVEN HIMSELF TO BE A TREMENDOUS LEADER! SELECT NOW FOR COMMANDER!	HIT THE GROUND RUNNING DURING HIS SHORT TIME ONBOARD	NA	MY #1 OF 3 NON-URL OFFICERS! MUST SELECT FOR COMMANDER	READY NOW FOR COMMANDER	HARD WORKING NAVAL OFFICER
Block 41 Bottom Comments (to the Admin Board)	OUTSTANDING LEADER; TREMENDOUS IDC PROFESSIONAL. SCREEN AT FIRST MILESTONE TOUR!	ONE OF MY STRONGEST LEADERS! PROMOTE NOW AND THEN SELECT FOR MILESTONE AT THE FIRST OPPORTUNITY!	MY HARDEST-WORKING OFFICER AND A HIGHLY-CAPABLE EOD PROFESSIONAL!	PROMOTE AND SCREEN FOR IDC MILESTONE AT THE FIRST OPPORTUNITY!	AGGRESSIVE AND PROACTIVE LEADER; RECOMMENDED FOR SELECTION TO COMMAND!	LCDR KIM IS WORKING TOWARD THE RESPONSIBILITES OF COMMANDER	AGGRESSIVE AND PROACTIVE LEADER; RECOMMENDED FOR SELECTION TO COMMAND!	READY NOW FOR SELECTION TO IDC COMMAND	NA
Promotion Recommendation	EP	EP	MP	MP	P	P	EP	MP	P

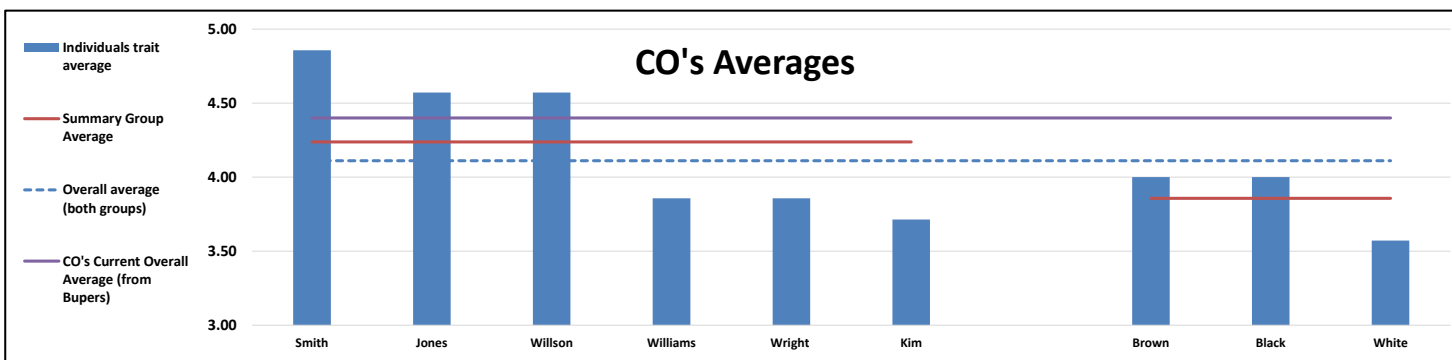
INFO
 1) If you need to add extra columns add them in the middle (not the end) of the columns to keep the calculations correct.
 2) Be sure you are using the current version; download at: <https://www.dodreads.com/officers-toolkit/naval-officers-toolkit/>
 3) Send Errors or Recommendations to: john@dodreads.com
Conditional Formatting Rules
Yellow = Warning, One of your markings is below 3
Red = Error, One of your markings is above 5
Orange = Warning, decreasing performance from the last FITREP

Recommend Top / Bottom Comments
Exceeding Expectations
 *** MY #1 OF #XX, ABSOLUTE STRONGEST RECOMMENDATION FOR ___ ***
 *** SELECT FIRST LOOK FOR O4 AND SCREEN EARLY COMMAND ***
Meeting Expectations
 ***RECOMMENDED FOR PROMOTION TO ___ ***
 HIGHLY CAPABLE AND READY FOR (NEXT MILESTONE)
Below Expectations
 HARD WORKING NAVAL OFFICER
 ***PROGRESSING TOWARD THE RESPONSIBILITES OF ___ ***
 ***NOT YET READY FOR ___ ***

Averages	Smith	Jones	Willson	Williams	Wright	Kim	Brown	Black	White
Individuals trait average	4.86	4.57	4.57	3.86	3.86	3.71	4.00	4.00	3.57
Summary Group Average	4.24	4.24	4.24	4.24	4.24	4.24	3.86	3.86	3.86
Overall average (both groups)	4.11	4.11	4.11	4.11	4.11	4.11	4.11	4.11	4.11
CO's Current Overall Average	4.4	4.4	4.4	4.4	4.4	4.4	4.4	4.4	4.4

Other Resources
www.NavyFITREP.com - Additional FITREP Bullets
www.navywriter.com - Additional Bullets
BUPERS.ONLINE - For Reporting Seniors Averages
[Navy FITREP Planning Calendar Desk Reference](http://NavyFITREP.Planning.Calendar.Desk.Reference)
DODReads.com - Naval Officer Toolkit - For the latest Version

Other Info	Smith	Jones	Willson	Williams	Wright	Kim	Brown	Black	White	
Last FITREP Averse	4.5	4.5	4	3.5	3.5	4	3.7	3.7	3.2	
Last FITREP Promotion Record	MP	MP	MP	P	P	P	EP	MP	P	
Notes	This is Smith's last fitrep prior to his O4 Board			Williams and Wright are in the same year group		Williams and Wright are in the same year group	He will have 2x more competitive fitreps prior to detaching	1st Look at 05 Command is this year	1st Look at 05 is next year	Just arrived to command



FITREP/EVAL Recommendations
 -- You can send a message to the board by having an individual above or below your summary average, overall average, or current overall average.
 -- You can "soft breakout" individuals across "all officers I have ranked", "all officers at your command", "all officers across all summary groups" or "all officers in this summary group".
 -- Once in your career are you allowed to say "The only 5.0 I have ever given" Use it wisely.
 -- A 3.7 to 4.0 is a good place to start your Commanders average which gives you flexibility throughout your career. Starting too high will "Block you" at 5.0.

Special Thanks to contributors:
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