

E-4 WORD PICTURE

RATED SOLDIER'S NAME <i>(Last, First, MI)</i>	SSN	UNIT NAME, UIC, PRN																														
PART I (Rater) - VALUES/NCO RESPONSIBILITIES																																
<i>Specific Bullet examples of "EXCELLENCE" or "NEEDS IMPROVEMENT" are mandatory. Specific Bullet example of "SUCCESS" are optional.</i>																																
a. COMPETENCE <ul style="list-style-type: none"> o Duty proficiency; MOS competency o Technical & tactical; knowledge, skills, and abilities o Sound judgment o Seeking self-improvement; always learning o Accomplishing tasks to the fullest capacity; committed to excellence <table style="width: 100%; border: none;"> <tr> <td style="text-align: center;">EXCELLENCE <i>(Exceeds Std)</i></td> <td style="text-align: center;">SUCCESS <i>(Meets Std)</i></td> <td style="text-align: center;">NEEDS IMPROVEMENT <i>(Some)</i></td> <td style="text-align: center;">NEEDS IMPROVEMENT <i>(Much)</i></td> </tr> <tr> <td style="text-align: center;"><input type="checkbox"/></td> <td style="text-align: center;"><input type="checkbox"/></td> <td style="text-align: center;"><input type="checkbox"/></td> <td style="text-align: center;"><input type="checkbox"/></td> </tr> </table>	EXCELLENCE <i>(Exceeds Std)</i>	SUCCESS <i>(Meets Std)</i>	NEEDS IMPROVEMENT <i>(Some)</i>	NEEDS IMPROVEMENT <i>(Much)</i>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>																								
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b. PHYSICAL FITNESS & MILITARY BEARING <ul style="list-style-type: none"> o Mental and physical toughness o Endurance and stamina to go the distance o Displaying confidence and enthusiasm; looks like a Soldier <table style="width: 100%; border: none;"> <tr> <td style="text-align: center;">EXCELLENCE <i>(Exceeds Std)</i></td> <td style="text-align: center;">SUCCESS <i>(Meets Std)</i></td> <td style="text-align: center;">NEEDS IMPROVEMENT <i>(Some)</i></td> <td style="text-align: center;">NEEDS IMPROVEMENT <i>(Much)</i></td> </tr> <tr> <td style="text-align: center;"><input type="checkbox"/></td> <td style="text-align: center;"><input type="checkbox"/></td> <td style="text-align: center;"><input type="checkbox"/></td> <td style="text-align: center;"><input type="checkbox"/></td> </tr> </table>	EXCELLENCE <i>(Exceeds Std)</i>	SUCCESS <i>(Meets Std)</i>	NEEDS IMPROVEMENT <i>(Some)</i>	NEEDS IMPROVEMENT <i>(Much)</i>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	APFT	HEIGHT/WEIGHT																						
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c. LEADERSHIP <ul style="list-style-type: none"> o Mission first o Genuine concern for Soldiers o Instilling the spirit to achieve and win o Setting the example; Be, Know, Do <table style="width: 100%; border: none;"> <tr> <td style="text-align: center;">EXCELLENCE <i>(Exceeds Std)</i></td> <td style="text-align: center;">SUCCESS <i>(Meets Std)</i></td> <td style="text-align: center;">NEEDS IMPROVEMENT <i>(Some)</i></td> <td style="text-align: center;">NEEDS IMPROVEMENT <i>(Much)</i></td> </tr> <tr> <td style="text-align: center;"><input type="checkbox"/></td> <td style="text-align: center;"><input type="checkbox"/></td> <td style="text-align: center;"><input type="checkbox"/></td> <td style="text-align: center;"><input type="checkbox"/></td> </tr> </table>	EXCELLENCE <i>(Exceeds Std)</i>	SUCCESS <i>(Meets Std)</i>	NEEDS IMPROVEMENT <i>(Some)</i>	NEEDS IMPROVEMENT <i>(Much)</i>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>																								
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d. TRAINING <ul style="list-style-type: none"> o Individual and team o Mission focused; performance oriented o Teaching soldiers how; common tasks, duty-related skills o Sharing knowledge and experience to fight, survive and win <table style="width: 100%; border: none;"> <tr> <td style="text-align: center;">EXCELLENCE <i>(Exceeds Std)</i></td> <td style="text-align: center;">SUCCESS <i>(Meets Std)</i></td> <td style="text-align: center;">NEEDS IMPROVEMENT <i>(Some)</i></td> <td style="text-align: center;">NEEDS IMPROVEMENT <i>(Much)</i></td> </tr> <tr> <td style="text-align: center;"><input type="checkbox"/></td> <td style="text-align: center;"><input type="checkbox"/></td> <td style="text-align: center;"><input type="checkbox"/></td> <td style="text-align: center;"><input type="checkbox"/></td> </tr> </table>	EXCELLENCE <i>(Exceeds Std)</i>	SUCCESS <i>(Meets Std)</i>	NEEDS IMPROVEMENT <i>(Some)</i>	NEEDS IMPROVEMENT <i>(Much)</i>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>																								
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e. RESPONSIBILITY & ACCOUNTABILITY <ul style="list-style-type: none"> o Care and maintenance of equipment/facilities o Soldier and equipment safety o Conservation of supplies and funds o Encouraging Soldiers to learn and grow o Responsible for good, bad, right & wrong <table style="width: 100%; border: none;"> <tr> <td style="text-align: center;">EXCELLENCE <i>(Exceeds Std)</i></td> <td style="text-align: center;">SUCCESS <i>(Meets Std)</i></td> <td style="text-align: center;">NEEDS IMPROVEMENT <i>(Some)</i></td> <td style="text-align: center;">NEEDS IMPROVEMENT <i>(Much)</i></td> </tr> <tr> <td style="text-align: center;"><input type="checkbox"/></td> <td style="text-align: center;"><input type="checkbox"/></td> <td style="text-align: center;"><input type="checkbox"/></td> <td style="text-align: center;"><input type="checkbox"/></td> </tr> </table>	EXCELLENCE <i>(Exceeds Std)</i>	SUCCESS <i>(Meets Std)</i>	NEEDS IMPROVEMENT <i>(Some)</i>	NEEDS IMPROVEMENT <i>(Much)</i>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>																								
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PART II - OVERALL PERFORMANCE AND POTENTIAL																																
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