

# 4101 Rating Guidance

	Max Points	Soldier is struggling to perform adequately in a military environment	Would best serve the military in the next lowest rank	Performing below expectations will need a year or more of development	Needs another year of development	On track and should be promoted with peers	Promote ahead of peers	Competent to be your peer now; performs all tasks at your level	**Is competent to be your superior**	**Is ready and competent to perform at two grades above current rank**
<b>PERFORMANCE</b>										
Military Appearance & Bearing	15	0-1	2-3	3-4	5-7	7-9	9-11	11-12	12-13	13-15
Resp & Accountability	25	0-3	3-5	5-7	8-11	11-16	15-19	19-20	20-21	21-25
Leadership	35	0-4	4-6	7-10	11-15	16-21	21-26	26-28	28-31	31-35
Communication	20	0-2	2-4	4-5	6-9	9-12	12-15	15-16	16-17	17-20
Professional Attributes	20	0-2	2-4	4-5	6-9	9-12	12-15	15-16	16-17	17-20
Initiative	25	0-3	3-5	4-6	7-10	11-15	15-19	19-20	20-21	21-25
Tech & Tact Prof	35	0-4	4-6	7-10	11-15	16-21	21-26	26-28	28-31	31-35
<b>Subtotal</b>	175	0-20	21-33	34-47	48-77	78-105	105-131	131-140	141-149	150-175
<b>POTENTIAL</b>										
Military Appearance & Bearing	n/a									
Resp & Accountability	30	0-3	3-5	6-8	9-13	14-18	18-22	23-25	25-27	27-30
Leadership	70	0-7	7-13	14-18	21-31	32-41	42-52	53-57	58-60	61-70
Communication	30	0-3	4-6	6-8	9-13	14-18	18-22	23-25	25-27	27-30
Professional Attributes	30	0-3	4-6	6-8	9-13	14-18	18-22	23-25	25-27	27-30
Initiative	30	0-3	4-6	6-8	9-13	14-18	18-22	23-25	25-27	27-30
Tech & Tact Prof	35	0-4	4-6	7-9	11-15	16-21	21-26	26-28	28-30	31-35
<b>Subtotal</b>	225	0-25	26-44	45-67	68-99	100-134	135-169	170-185	186-199	200-225
<b>Total</b>	400	0-45	46-75	76-119	120-180	181-239	240-300	301-325	326-349	350-400

