

FITNESS REPORT & COUNSELING RECORD (W2-O6)

1. Name (Last, First MI Suffix)				2. Rank		3. Desig		4. SSN	
5. ACT <input type="checkbox"/> TAR <input type="checkbox"/> INACT <input type="checkbox"/> AT/ADSW/265 <input type="checkbox"/>				6. UIC		7. Ship/Station		8. Promotion Status	
9. Date Reported									
Occasion for Report 10. Periodic <input type="checkbox"/> 11. Detachment of Individual <input type="checkbox"/> 12. Detachment of Reporting Senior <input type="checkbox"/> 13. Special <input type="checkbox"/>						Period of Report 14. From: 15. To:			
16. Not Observed Report <input type="checkbox"/>		Type of Report 17. Regular <input type="checkbox"/> 18. Concurrent <input type="checkbox"/> 19. OpsCdr <input type="checkbox"/>				20. Physical Readiness		21. Billet Subcategory (if any)	
22. Reporting Senior (Last, FI MI)			23. Grade		24. Desig		25. Title		26. UIC
27. SSN									
28. Command Employment and Command Achievements									
29. Primary/Collateral/Watchstanding duties (Enter primary duty abbreviation in box) <div style="border: 1px solid black; height: 30px; width: 100%;"></div>									
For Mid-term Counseling Use. (When completing FITREP, enter 30 and 31 from counseling worksheet, sign 32.)				30. Date Counseled		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 EXPERTISE: Professional knowledge proficiency, and qualifications NOB <input type="checkbox"/>	-Lacks basic professional knowledge to perform effectively -Cannot apply basic skills -Fails to develop professionally or achieve timely qualifications	- - -	-Has thorough professional knowledge -Competently performs both routine and new tasks -Steadily improves skills, achieves timely qualifications	- - -	-Recognized expert, sought after to solve difficult problems -Exceptionally skilled, develops and executes innovative ideas -Achieves early/highly advanced qualifications				
34. COMMAND OR ORGANIZATIONAL CLIMATE: Contributions to growth and development, human worth, community NOB <input type="checkbox"/>	-Actions counter to Navy's retention goals -Uninvolved with mentoring or professional development of subordinates -Demonstrates behavior that stifles command or work center success -Actions counter to good order and discipline and negatively affect command/organizational climate	- - - -	-Positive leadership supports Navy's increased retention goals. Active in decreasing attrition -Actions adequately encourage/support subordinates' personal/professional growth -Fosters an atmosphere conducive to personal and team success -Appreciates contributions of Navy personnel -Positive influence on command climate -Actions contribute to good order and discipline and positively improves command/organizational climate	- - - -	-Measurably contributes to Navy's increased retention and reduced attrition objectives -Proactive leader/exemplary mentor. Involved in subordinates' personal development leading to professional growth/sustained commitment -Initiates support programs for military, civilian, and families to achieve exceptional command and organizational climate				
35. MILITARY BEARING/ CHARACTER: Appearance, conduct, physical fitness, adherence to Navy Core Values NOB <input type="checkbox"/>	-Consistent unsatisfactory appearance -Unsatisfactory demeanor, or conduct -Unable to meet one or more physical readiness standards -Fails to live up to one or more Navy Core Values: HONOR, COURAGE, COMMITMENT	- - - -	-Excellent personal appearance -Excellent demeanor or conduct -Complies with physical readiness program -Always lives up to Navy Core Values: HONOR, COURAGE, COMMITMENT	- - - -	-Exemplary personal appearance -Exemplary Navy representative -A leader in physical readiness -Exemplifies Navy Core Values: HONOR, COURAGE, COMMITMENT				
36. TEAMWORK: Contributions toward team building and team results NOB <input 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 personal commitments to team -Understands team goals, employs good teamwork techniques -Accepts and offers team direction	- - -	-Team builder, inspires cooperation and progress -Talented mentor; focuses goals and techniques for team -The best at accepting and offering team direction				
37. MISSION ACCOMPLISHMENT AND INITIATIVE: Taking initiative, planning/prioritizing, achieving mission NOB <input type="checkbox"/>	-Lacks initiative -Unable to plan or prioritize -Does not maintain readiness -Fails to get the job done	- - - -	-Takes initiative to meet goals -Plans/prioritizes effectively -Maintains high state of readiness -Always gets the job done	- - - -	-Develops innovative ways to accomplish mission -Plans/prioritizes with exceptional skill and foresight -Maintains superior readiness, even with limited resources -Gets jobs done earlier and far better than expected				

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38. LEADERSHIP: Organizing, motivating and developing others to accomplish goals NOB <input type="checkbox"/>		-Neglects growth/development or welfare of subordinates -Fails to organize; creates problems for subordinates -Does not set or achieve goals relevant to command's mission and vision -Lacks ability to cope with or tolerate stress -Inadequate communicator -Tolerates hazards or unsafe practices		- - - - - - -	-Effectively stimulates growth/development in subordinates -Organizes successfully, implementing process improvements and efficiencies -Sets/achieves useful realistic goals that support command's mission -Performs well in stressful situations -Clear, timely communicator -Ensures safety of personnel and equipment		- - - - - - -	-Inspiring motivator and trainer, subordinates reach highest level of growth and development -Superb organizer, great foresight, develops process improvements and efficiencies -Leadership achievements dramatically further command's mission and vision -Perseveres through the toughest challenges and inspires others -Exceptional communicator -Makes subordinates safety-conscious; maintains top safety record -Constantly improves the personal and professional lives of others	
39. TACTICAL PERFORMANCE: (Warfare qualified officers only) Basic and tactical employment of weapons systems NOB <input type="checkbox"/>		-Has difficulty attaining qualification expected of the rank and experience -Has difficulty in ship(s), aircraft or weapons systems employment Below others in knowledge and employment -Warfare skills in specialty are below standards compared to others of same rank and experience		- - -	-Attains qualifications as required and expected -Capably employs ship(s), aircraft, or weapons systems. Equal to others in warfare knowledge and employment -Warfare skills in specialty equal to others of same rank and experience		- - -	-Fully qualified at appropriate level for rank and experience -Innovatively employs ship(s), aircraft, or weapons systems. Well above others in warfare knowledge and employment -Warfare skills in specialty exceed others of same rank and experience	
40. I recommend screening this individual for next career milestone(s) as follows: (maximum of two) Recommendations may be for competitive schools or duty assignments such as: SCP, Dept Head, XO, OIC, CO, Major Command, War College, PG School									
41. COMMENTS ON PERFORMANCE: * All 1.0 marks, three 2.0 marks, and 2.0 marks in Block 34 must be specifically substantiated in comments. Comments must be verifiable. Font must be 10 or 12 pitch (10 or 12 point) only. Use upper and lower case									
Promotion Recommendation		NOB	Significant Problems	Progressing	Promotable	Must Promote	Early Promote	44. Reporting Senior Address	
42. INDIVIDUAL									
43. SUMMARY		<div style="text-align: center; border: 1px solid black; width: 100px; height: 100px; line-height: 100px;">X</div>							
45. Signature of Reporting Senior						46. 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 type="checkbox"/>			
Date:									
Member Trait Average:		Summary Group Average:							
47. Typed name, grade, command, UIC, and signature of Regular Reporting Senior on Concurrent Report									
Date:									