

EVALUATION REPORT & COUNSELING RECORD (E1-E6) (cont 'd)

RCS BUPERS 1400-1

1. Name (Last, First MI Suffix) TATE, GABRIEL P		2. Rate ET1		3. Desig SS		4. SSN 437-35-0894	
PERFORMANCE TRAITS		1.0* Below Standards		2.0 Progressing		3.0 Meets Standards	
38. TEAMWORK: Contributions to team building and team results.		- Creates conflict, unwilling to work with others, sets 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.	
NOB ☐		☐		☐		☒	
39. LEADERSHIP: Organizing, motivating and developing others to accomplish goals.		- Neglects growth/development or welfare of subordinates. - Fails to organize, creates problems for subordinates. - Does not set or achieve goals relevant to command 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 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. - Superior organizer, great foresight, develops process improvements and efficiencies. - Leadership achievements dramatically further command 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.	
NOB ☐		☐		☐		☒	
40. Individual Train Avg. total of train scores divided by number of graded train.		41. I recommend this individual for (maximum of two): Assignment to Rating, See Special Programs, Show Special Programs, Commissioning Programs, Special Warfare Programs, Rating Instructor Duty, Other. (Be specific):		42. Signature of Evaluator (Typed Name & Rate): I have evaluated this member against the above performance standards and have forwarded written explanation of marks 1.0 and 2.0.			
4.00		LPO AT SEA		NEC 2781		GREEN, D ITC (SW) Date: 11/30/07	
43. COMMENTS ON PERFORMANCE: * All 1.0 marks, three 2.0 marks, and 2.0 marks in Block 39 must be specifically substantiated in comments. Comments must be verifiable. First must be 10 or 12 Pts (10 or 12 points) only. Use upper and lower case. Petty Officer Tate is an exceptional leader and technician whose work ethic is outstanding. His trustworthiness and communication skills are second to none! -STRONG LEADER AND MANAGER. As 2nd-shift supervisor for a \$25 Million dollar local area network he supervised three technicians, providing daily troubleshooting, management and support for more than 4,000 users. -EXCELLENT INSTRUCTOR. Petty Officer Tate provided training to approximately 20 novice computer users and technicians per week on the use of NNCI and shipyard Legacy systems. -EXCEPTIONAL SELF-MASTERY. Completed a BSBA in Computer Information Systems at Hawaii Pacific University (HPU) and completed four additional classes toward an MBA in Information Systems from HPU. Spring 07 PFA: M/MS. Petty Officer Tate is a self starter that possesses unlimited potential in leadership roles and technical ability. He requires no supervision and is ready for positions of increased responsibility. He is highly recommended for advancement to Chief Petty Officer or any officer commissioning programs.							
44. QUALIFICATIONS/ACHIEVEMENTS - Education, awards, community involvement, etc., during this period. Education: Attending HPU Graduate MBA Information Systems Program. Completed LAW 6000 with an A Enrolled in ACCOUNTING: 6000. Awards: Ho'olaulima Award.							
Promotion Recommendation	NOB	Significant Problems	Progressing	Promotable	Must Promote	Early Promote	47. Retention: Not Recommended ☐ Recommended ☒
45. INDIVIDUAL	☒				X		48. Reporting Senior Address COMMANDING OFFICER, PHNSY&IMF 667 SAFEGUARD ST, STE 100 PEARL HARBOR, HI 96860-5033
46. SUMMARY	☒	5	0	74	78	37 10	
49. Signature of Evaluator (Typed Name & Rate): I have reviewed the evaluation of this member against these performance standards and have forwarded written explanation to support the marks of 1.0 and 2.0.				50. Signature of Reporting Senior			
Michael A. Porter Date: 11/30/07				Summary Group Average: 3.77 Date: 11/17/07			
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. ☐ I do not intend to submit a statement. ☒				52. Type name, grade/branch, UIC, and signature of Regular Reporting Senior on Concurrent Report.			
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Navy Separation Manual

Mark Steyvers



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