

LEADERSHIP ASSESSMENT REPORT

CADET COMMAND REG 145-3
 REQUIREMENTS CONTROL SYMBOL ATCC-122

PART I – RECORD OF OBSERVATIONS AND COUNSELING

Check here if **SPOT REPORT**

a. SUMMARY OF OBSERVATION: Summarize most significant observed leadership behaviors. Use sufficient detail to support summary ratings in Parts II and III. Use Continuation Card if necessary.

b. COUNSELING: Comment on at least 1 "SUSTAIN" and 1 "IMPROVE" dimension as identified in Part II. ("IMPROVE" comments are required for each "N" entry in Part II) Not required for Spot Report.

SUSTAIN:

IMPROVE:

RATED CADET NAME

UNIT

DUTY POSITION (Location if Spot Report)

DATE

RATED CADET SIGNATURE

ASSESSOR NAME / INITIALS

CADRE

CADET

PART II - CHARACTER: Disposition of the leader: combination of values, attributes, and skills affecting leader actions

a. ARMY VALUES (Comments mandatory for all "NO" entries. Use Part I.)

	Yes	No		Yes	No
1. LOYALTY: Bears true faith and allegiance to the U.S. Constitution, the Army, the Unit, and the soldier.....▶					
2. DUTY: Fulfills professional, legal, and moral obligations▶			5. HONOR: Adherence to the Army's publicly declared code of values.....▶		
3. RESPECT: Promotes dignity, consideration, fairness, & EO▶			6. INTEGRITY: Possesses high personal moral standards; honest in word and deed▶		
4. SELFLESS-SERVICE: Places Army priorities before self▶			7. PERSONAL COURAGE: Manifests physical and moral bravery.....▶		

b. LEADER ATTRIBUTES / SKILLS / ACTIONS:

Mark "E", "S", or "N" for each observed dimension. IMPROVE comments in Part II are mandatory when rating of "N" is indicated.

1. ATTRIBUTES <i>Fundamental qualities and characteristics</i>	ME	MENTAL	E S N	PH	PHYSICAL	E S N	EM	EMOTIONAL	E S N
		Possesses desire, will, initiative and discipline			Maintains appropriate level of physical fitness and military bearing			Displays self-control; calm under pressure	
2. SKILLS <i>Skill development is part of self-development; prerequisite to action</i>	CN	CONCEPTUAL	E S N	IP	INTERPERSONAL	E S N	TE	TECHNICAL	E S N
		Demonstrates sound judgment, critical/creative thinking, moral reasoning			Shows skill with people; coaching, teaching, counseling, motivating and empowering			Possesses the necessary expertise to accomplish all tasks and functions	
	TA	TACTICAL Demonstrates proficiency in required professional knowledge, judgment, and warfighting						E S N	
3. ACTIONS <i>Major activities leaders perform; influencing, operating and improving</i>									
INFLUENCING <i>Method of reaching goals while operating/improving</i>	CO	COMMUNICATING	E S N	DM	DECISION-MAKING	E S N	MO	MOTIVATING	E S N
		Displays good oral, written, and listening skills for individual / groups			Employs sound judgment, logical reasoning, and uses resources wisely			Inspires, motivates, and guides others toward mission accomplishment	
OPERATING <i>Short-term mission accomplishment</i>	PL	PLANNING	E S N	EX	EXECUTING	E S N	AS	ASSESSING	E S N
		Develops detailed, executable plans that are feasible, acceptable, and suitable			Shows tactical proficiency, meets mission standards, and takes care of people / resources			Uses after-action and evaluation tools to facilitate consistent improvement	
IMPROVING <i>Long-term improvement in the Army, its people, and organizations</i>	DE	DEVELOPING	E S N	BD	BUILDING	E S N	LR	LEARNING	E S N
		Invests adequate time and effort to develop individual subordinates as leaders			Spends time and resources improving teams, groups, and units; fosters ethical climate			Seeks self-improvement and organizational growth; envisioning, adapting and leading	

PART III - OVERALL NET ASSESSMENT (Circle one)

E S N

My Strongest Dimensions: (list 1, 2 or 3)

Dimensions I Need to Improve: (list 1, 2 or 3)

Complete self-assessment to this point and turn it in prior to counseling

Cadet Summary of Counseling

Cadet's Signature

Date