Reset Form

U.S. DEPARTMENT OF COMMERCE
National Oceanic and Atmospheric Administration
NOAA FORM 56-6F (08/16)

NOAA COMMISSIONED CORPS
Admiral Evaluation Report
Part 1: Evaluation Request
(*To be completed by officer being evaluated*)

Section 1A: Identification

Name (Last, First, Middle)	Grade	Years in Grade

Current Assignment	Reported to Assignment	Period of Evaluation From: To

Type of Evaluation	Reason for Evaluation
◯ Regular ◯ Special	◯ Annual ◯ Detachment of Reporting Officer ◯ Detachment of Officer

Section 1B: Noteworthy Efforts and Accomplishments

Describe initiated, ongoing, or completed work that reflects your performance and contribution, and should be considered by the reporting officer. Provide examples related to the performance dimensions in Part 2 if desired. The general form of a statement should be “Did (action) … resulting in (outcome) … which was notable because (value or reason).”

Admiral Evaluation Report, Part 1: Evaluation Request

Section 1C: Opportunities and Challenges Ahead

Describe future opportunities and challenges that will be likely to require leadership attention in the 3-5 years to come.
Describe the strengths you bring to this future and why you are uniquely qualified to tackle the issues.

Section 1D: Future Assignment

List any positions for which your strengths would make you a good candidate. These can be positions that already exist or positions that you believe should exist.

Signature of Officer Being Evaluated	Date

U.S. DEPARTMENT OF COMMERCE
National Oceanic and Atmospheric Administration
NOAA FORM 56-6F (08/16)

Admiral Evaluation Report
Part 2: Supervisor's Evaluation

Section 2A: Officer Being Evaluated

Name (Last, First, Middle)

Section 2B: Performance

Mark an X in the column that describes this officer's overall performance for the dimension indicated.
After marking all dimensions, put an "**S**" in the right column next to at least one and up to three of the officer's greatest strengths.
Put a "**C**" next to at least one and up to three dimensions where the officer would most benefit from development.

Click here to see the full list of competencies. *Click on the dimension below for specific definition.*	Distinct strength; to be emulated	Moderate strength	Neither a strength or challenge	Moderate challenge; improvement possible	Quite challenging, in need of improvement	Not Observed	**S** or **C**
Leading Change (click to define)							
a. Creativity and Innovation	☐	☐	☐	☐	☐	☐	▼
b. External Awareness	☐	☐	☐	☐	☐	☐	▼
c. Flexibility	☐	☐	☐	☐	☐	☐	▼
d. Resilience	☐	☐	☐	☐	☐	☐	▼
e. Strategic Thinking	☐	☐	☐	☐	☐	☐	▼
f. Vision	☐	☐	☐	☐	☐	☐	▼
Leading People (click to define)							
g. Conflict Management	☐	☐	☐	☐	☐	☐	▼
h. Leveraging Diversity	☐	☐	☐	☐	☐	☐	▼
i. Developing Others	☐	☐	☐	☐	☐	☐	▼
j. Team Building	☐	☐	☐	☐	☐	☐	▼
Results Driven (click to define)							
k. Accountability	☐	☐	☐	☐	☐	☐	▼
l. Customer Service	☐	☐	☐	☐	☐	☐	▼
m. Decisiveness	☐	☐	☐	☐	☐	☐	▼
n. Entrepreneurship	☐	☐	☐	☐	☐	☐	▼
o. Problem Solving	☐	☐	☐	☐	☐	☐	▼
p. Technical Credibility	☐	☐	☐	☐	☐	☐	▼
Business Acumen (click to define)							
q. Financial Management	☐	☐	☐	☐	☐	☐	▼
r. Human Capital Management	☐	☐	☐	☐	☐	☐	▼
s. Technology Management	☐	☐	☐	☐	☐	☐	▼
Building Coalitions (click to define)							
t. Partnering	☐	☐	☐	☐	☐	☐	▼
u. Political Savvy	☐	☐	☐	☐	☐	☐	▼
v. Influencing/Negotiating	☐	☐	☐	☐	☐	☐	▼

Admiral Evaluation Report, Part 2: Supervisor's Evaluation

Section 2C: Comments

Section 2D: Summary Ratings

Impression of Leadership Skills. In your opinion, considering any sources, how likely is it that most people who work for this officer would choose to work for this officer again?

Never again	Unlikely	Neutral	Likely	Choose over all others
☐	☐	☐	☐	☐

Potential Assignments. In which area would this officer have the greatest potential for future assignments?

Section 2E: Supervisor

Name of Supervisor (Last, First, Middle)

Years in Grade

Organization Name

Period of Supervision

From: To

Signature

Date

U.S. DEPARTMENT OF COMMERCE
National Oceanic and Atmospheric Administration
NOAA FORM 56-6F (08/16)

Admiral Evaluation Report
Part 3: Reporting Officer's Assessment

Section 3A: Officer Being Evaluated

Name (Last, First, Middle)

Section 3B: Comments

Section 3C: Ranking

Compared to all flag officers and SES you have observed in your career, all in all, where would you rank this officer?

Bottom Third	Middle Third	Top Third
☐	☐	☐

Section 3D: Recommendation

Section 3E: Reporting Officer

Name of Reporting Officer (Last, First, Middle)

Signature	Date

U.S. DEPARTMENT OF COMMERCE
National Oceanic and Atmospheric Administration
NOAA FORM 56-6F (08/16)

Admiral Evaluation Report
Part 4: Reviewer's Assessment

Section 4A: Officer Being Evaluated

Name (Last, First, Middle)

Section 4B: Comments

Section 4C: Ranking

Compared to all flag officers and SES you have observed in your career, all in all, where would you rank this officer?

Bottom Third	Middle Third	Top Third
☐	☐	☐

Section 4D: Recommendation

Section 4E: Reviewer

Name of Reviewer (Last, First, Middle)

Signature	Date

Return to form

Leading Change

Definition: This core qualification involves the ability to bring about strategic change, both within and outside the organization, to meet organizational goals. Inherent to this ECQ is the ability to establish an organizational vision and to implement it in a continuously changing environment.

Creativity and Innovation: Develops new insights into situations; questions conventional approaches; encourages new ideas and innovations; designs and implements new or cutting edge programs/processes.

External Awareness: Understands and keeps up-to-date on local, national, and international policies and trends that affect the organization and shape stakeholders' views; is aware of the organization's impact on the external environment.

Flexibility: Is open to change and new information; rapidly adapts to new information, changing conditions, or unexpected obstacles.

Resilience: Deals effectively with pressure; remains optimistic and persistent, even under adversity. Recovers quickly from setbacks.

Strategic Thinking: Formulates objectives and priorities, and implements plans consistent with the long-term interests of the organization in a global environment. Capitalizes on opportunities and manages risks.

Vision: Takes a long-term view and builds a shared vision with others; acts as a catalyst for organizational change. Influences others to translate vision into action.

Leading People

Definition: This core qualification involves the ability to lead people toward meeting the organization's vision, mission, and goals. Inherent to this ECQ is the ability to provide an inclusive workplace that fosters the development of others, facilitates cooperation and teamwork, and supports constructive resolution of conflicts.

Conflict Management: Encourages creative tension and differences of opinions. Anticipates and takes steps to prevent counter-productive confrontations. Manages and resolves conflicts and disagreements in a constructive manner.

Leveraging Diversity: Fosters an inclusive workplace where diversity and individual differences are valued and leveraged to achieve the vision and mission of the organization.

Developing Others: Develops the ability of others to perform and contribute to the organization by providing ongoing feedback and by providing opportunities to learn through formal and informal methods.

Team Building: Inspires and fosters team commitment, spirit, pride, and trust. Facilitates cooperation and motivates team members to accomplish group goals.

Return to form

Return to form

Results Driven

Definition: This core qualification involves the ability to meet organizational goals and customer expectations. Inherent to this ECQ is the ability to make decisions that produce high-quality results by applying technical knowledge, analyzing problems, and calculating risks.

Accountability: Holds self and others accountable for measurable high-quality, timely, and cost-effective results. Determines objectives, sets priorities, and delegates work. Accepts responsibility for mistakes. Complies with established control systems and rules.

Customer Service: Anticipates and meets the needs of both internal and external customers. Delivers high-quality products and services; is committed to continuous improvement.

Decisiveness: Makes well-informed, effective, and timely decisions, even when data are limited or solutions produce unpleasant consequences; perceives the impact and implications of decisions.

Entrepreneurship: Positions the organization for future success by identifying new opportunities; builds the organization by developing or improving products or services. Takes calculated risks to accomplish organizational objectives.

Problem Solving: Identifies and analyzes problems; weighs relevance and accuracy of information; generates and evaluates alternative solutions; makes recommendations.

Technical Credibility: Understands and appropriately applies principles, procedures, requirements, regulations, and policies related to specialized expertise.

Business Acumen

Definition: This core qualification involves the ability to manage human, financial, and information resources strategically.

Financial Management: Understands the organization's financial processes. Prepares, justifies, and administers the program budget. Oversees procurement and contracting to achieve desired results. Monitors expenditures and uses cost-benefit thinking to set priorities.

Human Capital Management: Builds and manages workforce based on organizational goals, budget considerations, and staffing needs. Ensures that employees are appropriately recruited, selected, appraised, and rewarded; takes action to address performance problems. Manages a multi-sector workforce and a variety of work situations.

Technology Management: Keeps up-to-date on technological developments. Makes effective use of technology to achieve results. Ensures access to and security of technology systems.

Return to form

Return to form

Building Coalitions

Definition: This core qualification involves the ability to build coalitions internally and with other Federal agencies, State and local governments, nonprofit and private sector organizations, foreign governments, or international organizations to achieve common goals.

Partnering: Develops networks and builds alliances; collaborates across boundaries to build strategic relationships and achieve common goals.

Political Savvy: Identifies the internal and external politics that impact the work of the organization. Perceives organizational and political reality and acts accordingly.

Influencing/Negotiating: Persuades others; builds consensus through give and take; gains cooperation from others to obtain information and accomplish goals.

Return to form