

BASE SYSTEM

Success Level 1

Non-supervisor: Rated EXCELLENCE in **3 or more responsibilities** and SUCCESS in remaining non-supervisory responsibilities.

Supervisor: Rated EXCELLENCE in **4 or more responsibilities** - one of which must be either Supervision/Leadership or EEO/AA and SUCCESS in remaining responsibilities.

Success Level 2

Non-supervisor: Rated EXCELLENCE in either **1 or 2 responsibilities** and SUCCESS in the remaining non-supervisory responsibilities.

Supervisor: Rated EXCELLENCE in either **2 or 3 responsibilities** – one of which must be either Supervision/Leadership or EEO/AA – and SUCCESS in the remaining responsibilities.

SENIOR SYSTEM

Success Level 1

Non-supervisor: Rated EXCELLENCE in **75% or more of the Objectives** and SUCCESS in remaining non-supervisory Objectives.

Supervisor: Ratee must be rated EXCELLENCE in **75% or more of all Objectives** –which must include EXCELLENCE ratings for either Organizational Management/Leadership or EEO/AA Objective(s) and SUCCESS in others.

Success Level 2

Non-supervisor: Rated Excellence in **25% - 74% of rated Objectives** and SUCCESS in remaining Objectives.

Supervisor: Ratee must be rated EXCELLENCE in **25% – 74% or more of all Objectives** – which must include EXCELLENCE ratings in either Organizational Management/Leadership or EEO/AA Objective(s) – and at least SUCCESS in others.

ARMY CORE LEADERSHIP VALUES

Loyalty, Duty, Respect, Selfless Service,
Honor, Integrity, and Personal Courage