

**E-4 WORD PICTURE**

RATED SOLDIER'S NAME <i>(Last, First, Middle Initial)</i>	SSN (FULL)	PMOS	DATE	UNIT NAME, UIC
<b>PERFORMANCE EVALUATION, PROFESSIONALISM, ATTRIBUTES, AND COMPETENCIES</b> <i>(Rater)</i>				
a. APFT Pass/Fail/Profile:	Date:	b. Height:	Weight:	Within Standard?
<i>(Comments required in block D for "Failed" APFT, "No" APFT, or "Profile" when it precludes performance of duty, and "No" for Army Weight Standards.)</i>				
c. <b>CHARACTER:</b> (Include bullet comments addressing Rated Soldier's performance as it relates to adherence to Army Values, Empathy, Warrior Ethos/Service Ethos, and Discipline. Fully supports SHARP, EO, and EEO.)  MET STANDARD                      DID NOT MEET STANDARD	COMMENTS:			
d. <b>PRESENCE:</b> (Military and professional bearing, Fitness, Confidence, Resilience)  MET STANDARD                      DID NOT MEET STANDARD	COMMENTS:			
e. <b>INTELLECT:</b> (Mental agility, Sound judgment, Innovation, Interpersonal tact, Expertise)  MET STANDARD                      DID NOT MEET STANDARD	COMMENTS:			
f. <b>LEADS:</b> (Leads others, Builds trust, Extends influence beyond the chain of command, Leads by example, Communicates)  MET STANDARD                      DID NOT MEET STANDARD	COMMENTS:			
g. <b>DEVELOPS:</b> (Creates a positive command/workplace environment, Fosters esprit de corps, Prepares self, Develops others, Stewards the profession)  MET STANDARD                      DID NOT MEET STANDARD	COMMENTS:			
h. <b>ACHIEVES:</b> (Gets results)  MET STANDARD                      DID NOT MEET STANDARD	COMMENTS:			
<b>RATER OVERALL PERFORMANCE</b>				
i. COMMENTS:				
<b>SENIOR RATER OVERALL POTENTIAL</b>				
a. Select one box representing Rated Soldier's overall potential.	MOST QUALIFIED  HIGHLY QUALIFIED  QUALIFIED  NOT QUALIFIED	b. COMMENTS:(NARRATIVE FORMAT)		
Printed Name/Signature Rated Soldier		Printed Name/Signature Rater		Printed Name/Signature Sr Rater
Printed Name/Signature Reviewer			Date	