

Promotion Year 2024 Canned Comments - Medical Services O-6 Grade

| Grade | Canned Comments | Board Member Selection Percentage |
|-------|--|-----------------------------------|
| O-6 | Suggestion: Leadership roles in PHS activities, not just membership | 27.9% |
| O-6 | Strength: Strong ROS | 26.8% |
| O-6 | Suggestion: Progression to meet Awards benchmark | 25.3% |
| O-6 | Strength: Upward career trajectory | 24.8% |
| O-6 | Suggestion: Need more recent awards. | 21.9% |
| O-6 | Strength: Advanced training (e.g., certifications, licensures, credentials, degrees) beyond level expected for benchmark | 20.8% |
| O-6 | Strength: Prior or current assignment at a mission priority agency that serves vulnerable populations (i.e., BOP, DHS-IHSC, IHS) | 20.2% |
| O-6 | Suggestion: Pursue higher billet | 18.8% |
| O-6 | Suggestion: Show impact of PHS activities | 18.7% |
| O-6 | Suggestion: Pursue PHS activities | 17.5% |
| O-6 | Strength: COERs | 17.3% |
| O-6 | Strength: Geographic or Programmatic (i.e., multiple intra-agency assignments) moves | 17.3% |
| O-6 | Strength: PHS Activities (i.e., Displays longevity and/or continuity of PHS Activities/membership) | 16.8% |
| O-6 | Strength: Awards | 16.1% |
| O-6 | Suggestion: Public health training & experience | 15.4% |
| O-6 | Suggestion: Leadership in community-based public health initiative or program | 15.0% |
| O-6 | Strength: Presentations and Outreach | 12.7% |
| O-6 | Suggestion: Professional organization leadership or activities | 12.4% |
| O-6 | Strength: Continuing Education beyond level expected for benchmark | 12.1% |
| O-6 | Suggestion: Presentations and Outreach | 12.1% |
| O-6 | Incorrectly formatted CV | 12.1% |
| O-6 | Strength: Deployment activities | 11.8% |
| O-6 | Strength: Billet level exceeds current rank | 10.7% |
| O-6 | Suggestion: Seek more collateral duties (i.e., Limited or no leadership or impact in collateral duties) | 10.5% |
| O-6 | Strength: Substantial mentorship activities (i.e., as a mentee or mentor) | 8.8% |
| O-6 | Suggestion: Recruitment activities | 8.4% |
| O-6 | Suggestion: Mentoring activities | 7.8% |
| O-6 | Strength: Leadership activities | 7.6% |
| O-6 | Missing Continuing Education Summary Sheet | 6.9% |
| O-6 | Strength: Public Health Training beyond level expected for benchmark | 6.6% |
| O-6 | Suggestion: Improve ROS (i.e., COER scores and ROS Comments do not match, ROS comments need to be strengthened, ROS does not recommend promotion, ROS needs more detail) | 6.0% |
| O-6 | Missing OS/Incorrect OS (i.e., Not in correct OS format, OPPVS was verified without OS, did not complete an OS) | 5.9% |
| O-6 | Strength: Collateral duties (i.e., regional and national) | 5.6% |
| O-6 | Suggestion: Pursue advanced training (e.g., certifications, licensures, credentials, degrees) beyond level expected for benchmark | 5.6% |
| O-6 | Suggestion: Geographic or Programmatic (i.e., multiple intra-agency assignments) moves | 5.5% |
| O-6 | Suggestion: Completion of additional degree, rather than enrollment | 5.0% |
| O-6 | Suggestion: COER Improvement (i.e., continuous performance development, enhancement needed on Rater comments) | 4.5% |
| O-6 | Suggestion: Proofread/Peer review for grammar and/or spelling errors | 4.0% |
| O-6 | Suggestion: Seek continuing education (e.g., CME, CE, CEUs) | 3.2% |
| O-6 | Suggestion: Correct poorly written OS | 3.2% |
| O-6 | Suggestion: Seek mentorship | 2.8% |
| O-6 | Suggestion: Leadership and Supervisory activities and responsibilities within your position | 2.6% |
| O-6 | Suggestion: Career counseling | 2.6% |
| O-6 | Missing ROS | 2.5% |
| O-6 | Strength: Publications and Presentations | 2.3% |
| O-6 | Strength: Recruitment activities | 2.3% |
| O-6 | Suggestion: COER ratings are not supported by rater comments | 1.9% |
| O-6 | Suggestion: Maintain high-performance consistent with next higher billet | 1.7% |
| O-6 | Suggestion: More publications, other written communications, or oral presentations | 1.3% |

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| O-6 | Suggestion: Correct outdated CV | 1.1% |
| O-6 | Suggestion: Supporting documentation for statements | 1.1% |
| O-6 | Suggestion: Statements should describe impact in OS and/or CV | 0.9% |
| O-6 | Missing CV | 0.7% |
| O-6 | Suggestion: Need more time in current billet | 0.2% |