| Category | Grade | Most Common Strength | Percent |
| :---: | :---: | :---: | :---: |
| Medical | T6 | COERs | 70.5 |
|  | T5 | COERs | 54.6 |
| Dental | T6 | Clinical activities | 58.6 |
|  | T5 | Billet | 65.6 |
| Nurse | T6 | Advanced training | 69.6 |
|  | T5 | Mission priority assignment | 65.6 |
|  | T4 | Billet | 59.3 |
| Engineer | T6 | Mission priority assignment | 50.6 |
|  | T5 | Mission priority assignment | 38.4 |
|  | T4 | Advanced training | 40.7 |
| Scientist | T6 | COERs | 88.1 |
|  | T5 | COERs | 80.3 |
|  | T4 | Billet | 78.8 |
| EHO | T6 | Deployment activities | 74.3 |
|  | T5 | Deployment activities | 65.7 |
|  | T4 | Advanced training | 71 |
| Veterinary | T6 | (Tie) Continuing education \& public health training | 56.7 |
|  | T5 | Leadership activities | 60 |
|  | T4 | Advanced training | 64 |
| Pharmacy | T6 | PHS activities | 64.4 |
|  | T5 | PHS activities | 78.8 |
|  | T4 | Billet | 74.8 |
| Dietician | T6 | Advanced training | 50.7 |
|  | T5 | Advanced training | 63.5 |
|  | T4 | Advanced training | 55 |
| Therapist | T6 | Advanced training | 79.4 |
|  | T5 | COERs | 71.1 |
|  | T4 | Billet | 64.8 |
| HSO | T6 | Strong ROS | 18.4 |
|  | T5 | COERs | 65.1 |
|  | T4 | COERs | 66.1 |


| Most Common Suggestion | Percent |
| :---: | :---: |
| Geographical move | 27.9 |
| Individual awards | 25.7 |
| Completion of additional degree, rather than enrollment | 37.1 |
| Completion of additional degree, rather than enrollment | 47.8 |
| Higher billet | 41.1 |
| Individual awards | 40.8 |
| Individual awards | 40.4 |
| Higher billet | 34.1 |
| Geographical move | 29.4 |
| Individual awards | 26 |
| Geographical move | 24.9 |
| Individual awards | 27.2 |
| Individual awards | 28.8 |
| More or higher-level awards | 52.9 |
| More or higher-level awards | 45.4 |
| Individual awards | 32.4 |
| More or higher-level awards | 18.9 |
| (Tie) PHS activities, Recruitment activities | 20 |
| Individual awards | 24 |
| More or higher-level awards | 18.9 |
| Individual awards | 35.7 |
| Individual awards | 44.4 |
| Higher billet | 41.3 |
| Individual awards | 28.7 |
| Individual awards | 30 |
| More or higher-level awards | 40 |
| More or higher-level awards | 33.3 |
| Individual awards | 27.2 |
| Higher billet | 20.4 |
| Individual awards | 47.7 |
| Individual awards | 40 |

```
Most common strengths:
1. Advanced Training (8)
2. COERs (7)
3. Billet (5)
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## Most common suggestions:

1. Individual Awards (15)
2. More or higher-level awards (6)
3. Billet (4)

1st Most Common
2nd Most Common
3rd Most Common

