

<b>Promotion Year 2026 - Canned Comments - Allied Health O-6 Grade</b>		
<b>Grade</b>	<b>Canned Comment</b>	<b>Board Member Selection Percentage</b>
P06	Strength: Strong ROS	29.2%
P06	Strength: COERs	27.6%
P06	Strength: Upward career trajectory	16.4%
P06	Strength: Billet level exceeds current rank	14.1%
P06	Suggestion: Pursue PHS activities	14.1%
P06	Strength: Advanced training (e.g., certifications, licensures, credentials, degrees) beyond level expected for benchmark	13.4%
P06	Strength: Leadership activities	12.7%
P06	Suggestion: Show impact of PHS activities	12.6%
P06	Suggestion: Leadership roles in PHS activities, not just membership	11.0%
P06	Suggestion: Mentoring activities	9.0%
P06	Suggestion: Completion of additional degree, rather than enrollment	8.7%
P06	Suggestion: Seek mentorship	8.1%
P06	Suggestion: Recruitment activities	8.1%
P06	Suggestion: Geographic or Programmatic (i.e., multiple intra-agency assignments) moves	8.0%
P06	Suggestion: Public health training & experience	7.3%
P06	Suggestion: Professional organization leadership or activities	7.3%
P06	Strength: Public Health Training beyond level expected for benchmark	6.9%
P06	Suggestion: Seek more collateral duties (i.e., Limited or no leadership or impact in collateral duties)	6.7%
P06	Suggestion: Pursue higher billet	6.0%
P06	Strength: Deployment activities	5.7%
P06	Strength: Geographic or Programmatic (i.e., multiple intra-agency assignments) moves	5.0%
P06	Suggestion: Presentations and Outreach	5.0%
P06	Suggestion: Need more time in current billet	4.6%
P06	Suggestion: Pursue advanced training (e.g., certifications, licensures, credentials, degrees) beyond level expected for benchmark	4.6%
P06	Strength: Presentations and Outreach	3.9%
P06	Suggestion: More publications, other written communications, or oral presentations	3.2%
P06	Suggestion: COER Improvement (i.e., continuous performance development, enhancement needed on Rater comments)	3.1%
P06	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)	2.9%
P06	Strength: PHS Activities (i.e., Displays longevity and/or continuity of PHS Activities/membership)	2.8%
P06	Strength: Substantial mentorship activities (i.e., as a mentee or mentor)	2.5%
P06	Suggestion: Leadership and Supervisory activities and responsibilities within your position	2.4%

P06	Suggestion: Career counseling	2.0%
P06	Strength: Recruitment activities	1.7%
P06	Strength: Collateral duties (i.e., regional and national)	1.5%
P06	Incorrectly formatted CV	1.5%
P06	Strength: Publications and Presentations	1.3%
P06	Suggestion: Maintain high-performance consistent with next higher billet	1.3%
P06	Suggestion: COER ratings are not supported by rater comments	1.0%
P06	Suggestion: Leadership in community-based public health initiative or program	1.0%
P06	Missing ROS	0.8%
P06	Suggestion: Correct outdated CV	0.4%
P06	Suggestion: Proofread/Peer review for grammar and/or spelling errors	0.3%
P06	Suggestion: Supporting documentation for statements	0.3%
P06	Missing CV	0.1%
P06	Suggestion: Statements should describe impact in CV	0.1%