

Promotion Year 2026 - Canned Comments - Medical Services O-5 Grade

Grade	Canned Comment	Board Member Selection Percentage
P05	Strength: Strong ROS	47.9%
P05	Strength: Billet level exceeds current rank	45.6%
P05	Strength: COERs	38.6%
P05	Strength: Advanced training (e.g., certifications, licensures, credentials, degrees) beyond level expected for benchmark	35.6%
P05	Suggestion: Presentations and Outreach	23.6%
P05	Suggestion: Public health training & experience	23.1%
P05	Strength: Deployment activities	21.8%
P05	Strength: Upward career trajectory	20.3%
P05	Strength: PHS Activities (i.e., Displays longevity and/or continuity of PHS Activities/membership)	19.4%
P05	Suggestion: Leadership roles in PHS activities, not just membership	19.4%
P05	Strength: Collateral duties (i.e., regional and national)	19.0%
P05	Suggestion: Show impact of PHS activities	18.1%
P05	Suggestion: Geographic or Programmatic (i.e., multiple intra-agency assignments) moves	16.9%
P05	Strength: Presentations and Outreach	16.7%
P05	Strength: Geographic or Programmatic (i.e., multiple intra-agency assignments) moves	16.3%
P05	Suggestion: Mentoring activities	16.1%
P05	Suggestion: Professional organization leadership or activities	16.0%
P05	Suggestion: Leadership in community-based public health initiative or program	15.3%
P05	Suggestion: Pursue PHS activities	13.2%
P05	Strength: Public Health Training beyond level expected for benchmark	12.8%
P05	Suggestion: Seek mentorship	11.9%
P05	Suggestion: Seek more collateral duties (i.e., Limited or no leadership or impact in collateral duties)	11.8%
P05	Strength: Leadership activities	9.9%
P05	Strength: Substantial mentorship activities (i.e., as a mentee or mentor)	9.6%
P05	Suggestion: Pursue advanced training (e.g., certifications, licensures, credentials, degrees) beyond level expected for benchmark	9.0%
P05	Suggestion: Completion of additional degree, rather than enrollment	8.5%
P05	Suggestion: Recruitment activities	8.3%
P05	Incorrectly formatted CV	8.3%
P05	Suggestion: Statements should describe impact in CV	7.4%
P05	Suggestion: Correct outdated CV	6.0%
P05	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)	5.3%
P05	Strength: Recruitment activities	4.2%
P05	Suggestion: Leadership and Supervisory activities and responsibilities within your position	3.8%
P05	Missing ROS	3.1%
P05	Suggestion: Pursue higher billet	2.9%
P05	Suggestion: Proofread/Peer review for grammar and/or spelling errors	2.9%

P05	Suggestion: COER Improvement (i.e., continuous performance development, enhancement needed on Rater comments)	2.8%
P05	Suggestion: More publications, other written communications, or oral presentations	2.5%
P05	Strength: Publications and Presentations	2.4%
P05	Suggestion: Career counseling	2.4%
P05	Suggestion: Supporting documentation for statements	1.7%
P05	Missing CV	1.5%
P05	Suggestion: Maintain high-performance consistent with next higher billet	1.4%
P05	Suggestion: COER ratings are not supported by rater comments	1.3%
P05	Suggestion: Need more time in current billet	0.6%