

Promotion Year 2026 - Canned Comments - Medical Services O-6 Grade

Grade	Canned Comment	Board Member Selection Percentage
P06	Strength: Strong ROS	53.2%
P06	Strength: Advanced training (e.g., certifications, licensures, credentials, degrees) beyond level expected for benchmark	44.5%
P06	Strength: Upward career trajectory	38.9%
P06	Strength: COERs	38.7%
P06	Strength: Public Health Training beyond level expected for benchmark	36.8%
P06	Strength: Deployment activities	35.7%
P06	Suggestion: Show impact of PHS activities	34.2%
P06	Strength: Geographic or Programmatic (i.e., multiple intra-agency assignments) moves	33.4%
P06	Strength: Billet level exceeds current rank	32.5%
P06	Strength: Collateral duties (i.e., regional and national)	30.9%
P06	Suggestion: Leadership roles in PHS activities, not just membership	30.9%
P06	Suggestion: Professional organization leadership or activities	27.0%
P06	Strength: Leadership activities	26.0%
P06	Strength: PHS Activities (i.e., Displays longevity and/or continuity of PHS Activities/membership)	25.8%
P06	Suggestion: Recruitment activities	23.6%
P06	Suggestion: Leadership in community-based public health initiative or program	21.3%
P06	Suggestion: Mentoring activities	20.6%
P06	Strength: Presentations and Outreach	20.2%
P06	Suggestion: Public health training & experience	19.8%
P06	Strength: Substantial mentorship activities (i.e., as a mentee or mentor)	19.4%
P06	Suggestion: Seek mentorship	19.1%
P06	Suggestion: Pursue higher billet	18.1%
P06	Suggestion: Career counseling	17.9%
P06	Suggestion: Pursue PHS activities	17.4%
P06	Suggestion: Seek more collateral duties (i.e., Limited or no leadership or impact in collateral duties)	16.0%
P06	Suggestion: Presentations and Outreach	16.0%
P06	Suggestion: Statements should describe impact in CV	14.9%
P06	Suggestion: Pursue advanced training (e.g., certifications, licensures, credentials, degrees) beyond level expected for benchmark	14.3%
P06	Suggestion: Need more time in current billet	10.6%
P06	Suggestion: Maintain high-performance consistent with next higher billet	10.2%
P06	Suggestion: COER Improvement (i.e., continuous performance development, enhancement needed on Rater comments)	9.8%
P06	Suggestion: Leadership and Supervisory activities and responsibilities within your position	9.8%
P06	Strength: Recruitment activities	9.6%

P06	Suggestion: More publications, other written communications, or oral presentations	9.1%
P06	Incorrectly formatted CV	8.1%
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)	7.5%
P06	Suggestion: Geographic or Programmatic (i.e., multiple intra-agency assignments) moves	7.5%
P06	Suggestion: Correct outdated CV	7.2%
P06	Strength: Publications and Presentations	6.6%
P06	Missing ROS	4.9%
P06	Suggestion: Completion of additional degree, rather than enrollment	3.6%
P06	Suggestion: COER ratings are not supported by rater comments	2.8%
P06	Missing CV	2.5%
P06	Suggestion: Proofread/Peer review for grammar and/or spelling errors	1.7%