

- Command ("has the potential to be a Battalion Commander")

COM--Exclusive Narrative

Used for small profiles or for officers who clearly deserve an ACOM for their performance and potential. What you want to convey to the board is that this is a definite ACOM officer, but profile management math keeps you from top blocking this officer. Should be rare and you should turn this report in with your integrity still spotless.

- Enumeration ("one of the top 3 officers" / "top 5%" / "one of the best officers I have observed in 18 years...")
- Promotion ("should be promoted below the zone")
- Schooling ("select first look for CSC")
- Command ("a must for Battalion Command")

COM--Strong Narrative

- Enumeration (may not be mentioned at all OR "one of the best officers I currently senior rate")
- Promotion ("should be selected for a BZ promotion to Major/LTC")
- Schooling ("should be selected for CSC")
- Command (may not be mentioned--"should be considered for battalion command")

COM--Neither Exclusive nor Strong

- Enumeration (not needed--"top half of officers rated" etc...this hurts officers)
- Promotion ("select this officer for promotion")
- Schooling ("select for CSC when eligible")
- Command (not needed--"has potential or groom for battalion command," or statements about potential for Battalion S3/XO with no mention of Battalion Command)

Boards will also pay attention to small profiles and size of population to determine the message the senior rater is attempting to convey. This causes a board member to turn his attention to the narrative and carefully read what is written. It behooves raters and senior raters to always provide (for their very best officers) a narrative that will convey a very strong, positive message by including all the elements mentioned above and by being succinct and precise in the words they choose.

To review: Make the call (enumeration) in the first line--be concise and enthusiastic. Address performance in the body--one to two lines. Finish strong with promotion, schooling, and command potential.