

# HOLM CENTER LEADERSHIP COMPETENCY EVALUATION

STUDENT NAME	SQ/FLT	EVALUATOR NAME	LEADERSHIP EXERCISE	DATE
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## A. LEADERSHIP COMPETENCIES

### MANDATORY REQUIREMENTS

I. CLEARLY RECOGNIZED THE MISSION/OBJECTIVE	Y	N
II. MAINTAINED COMMAND OF TEAM MEMBERS	Y	N

INSTRUCTOR COMMENTS:

	U	S	O		
1. Developed trust and commitment through words and actions	1	2	3	4	5
2. Delegated authority when appropriate <i>(DID NOT ABDICATE COMMAND, see II. above)</i>	1	2	3	4	5
3. Displayed accountability for areas of responsibility, operation of team, and personal actions	1	2	3	4	5
4. Demonstrated flexibility by adapting to changes	1	2	3	4	5
5. Displayed military bearing, self-discipline, self-control, and confidence under pressure	1	2	3	4	5
6. Articulated ideas and intent in a clear, concise, and convincing manner	1	2	3	4	5
7. Promoted free flow of communication and solicited feedback	1	2	3	4	5
8. Motivated and inspired team to make sacrifices and take calculated risks to achieve objective	1	2	3	4	5
9. Maintained focus and intensity	1	2	3	4	5
10. Developed team by fostering cohesiveness, confidence, and cooperation	1	2	3	4	5
<b>Score</b>					

## B. DECISION ANALYSIS

	U	S	O		
1. OBSERVE	1	2	3	4	5
2. ORIENT	1	2	3	4	5
3. DECIDE	1	2	3	4	5
4. ACT	1	2	3	4	5
<b>Score</b>					

### OBSERVE

Recognized the correct problem  
Clearly stated the problem  
Gathered data

### ORIENT

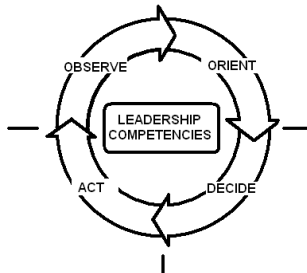
Defined required performance levels  
Used brainstorming guidelines

### ACT

Set plan into action  
Monitored implementation of the plan  
Corrected deviations from the plan  
Develop contingency plan(s) when needed  
Standardize best practices as appropriate

### DECIDE

Tested solutions against established criteria  
Considered the feasibility or effectiveness of the solutions  
Determined necessary tasks, standards, responsibilities, and milestones.



C. MISSION COMPLETION	Y	N	Overall Grade	U	M	S	H	O
Score	3	0						
Completion Time			Outstanding					>65
LEADERSHIP COMPETENCY SCORE			High-Satisfactory					54-64
A. Leadership Competencies			Satisfactory					38-53
B. Decision Analysis			Marginal					26-37
C. Mission Completion			Unsatisfactory					<26
OVERALL SCORE								

I have read and understand the comments regarding my performance. I do/do not wish to make a written statement.

INSTRUCTOR SIGNATURE

STUDENT INITIALS

DATE

INSTRUCTOR/STUDENT COMMENTS: