



# RHUMB LINES

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July 23, 2008

## CHIEFEVAL Emphasizes Deckplate Leadership

*"The CHIEFEVAL ensures our Chiefs are evaluated on criteria grounded in 115 years of Deckplate Leadership. We will use the Guiding Principles as performance traits because they are the qualities our Navy values the most in a CPO."*

– MCPON (SW/FMF) Joe R. Campa Jr.

The CHIEFEVAL is the final step in MCPON Campa's initiative to integrate the [CPO Guiding Principles](#) as performance expectations across the Fleet. Changing the evaluation has been a twelve-month process and is the result of significant cooperation between MCPON and Navy Personnel Command.

### New E7-E9 Chief Evaluation Emphasizes Traditional Values

- Evaluating Chief Petty Officers (CPO) on the guiding principles of deckplate leadership, institutional and technical expertise, professionalism, character, loyalty, active communication, and sense of heritage aligns leadership expectations with Chief evaluation criteria.
- The Guiding Principles were developed in September 2006 and have been accepted as policy for CPO guidelines of performance and conduct.
- Seventy-five percent of the CHIEFEVAL uses language identical to that found in the old fitness report. The remaining twenty-five percent new to the CHIEFEVAL outlines responsibilities that have been traditional to our Chiefs for more than a century and includes expectations that strengthen the command. Phrases like "engaged on the deckplate" and "working through the Chief's Mess" have been inserted.
- Updating the performance evaluation was essential to aligning leadership expectations of Chief Petty Officers with how CPO's performance is actually evaluated. The inclusion of the Guiding Principles on the CHIEFEVAL leaves no doubt as to the kind of performance we require of our Chiefs.

### Officer Leadership is Key to CHIEFEVAL's Success

- Commanding Officers are expected to use the performance traits as the basis for their promotion recommendations. COs are also expected to re-set their reporting seniors' average, which will maximize the impact of the new performance criteria and give COs the opportunity to break people out based on performance, not in accordance with an average.
- Selection boards will be fully briefed and instructed to anticipate the re-setting of averages. They will also be told to expect write-ups that validate the performance traits specified in the CHIEFEVAL.
- Evaluating our CPOs on the performance traits included in the CHIEFEVAL will demonstrate to the Chiefs that COs value the traditional roles and responsibilities that are explained through the Guiding Principles and accepted across the Fleet.

### Making It Happen in the Fleet

- CHIEFEVAL moves away from NAVFIT 98A and is completely Adobe-based. Testing across the Fleet has confirmed it is compatible with all Adobe versions.

### Key Messages

- Incorporating the CPO Guiding Principles as performance traits aligns the Navy's expectations of CPOs with the means we use to evaluate them.
- The CHIEFEVAL places emphasis on the value of deckplate leadership.
- CHIEFEVAL performance traits are not new and have been introduced to CPOs over the past two years in selection board precepts, CPO induction training and the curriculum at the Senior Enlisted Academy.

### Facts & Figures

- 75% of the CHIEFEVAL language is the same as the Fitness Report and the remaining 25% describes responsibilities that have been traditional to the CPO Mess for more than a century.
- The form, available at <http://www.npc.navy.mil/CareerInfo/PerformanceEvaluation/SoftwareForms/>, has been downloaded more than 470,000 times since 1 July.