

FITNESS REPORT

CODED

The Fitness Report is an important factor in agency personnel management. It serves to provide:
1. The agency selection board with information of value when considering the application of an individual for membership in the career service; and
2. A periodic record of job performance as an aid to the effective utilization of personnel.

INSTRUCTIONS

TO THE ADMINISTRATIVE OR PERSONNEL OFFICER: Consult current administrative instructions regarding the initiation and transmittal of this report.

TO THE SUPERVISOR: Read the entire form before attempting to complete any item. As the supervisor who assigns, directs and reviews the work of the individual, you have primary responsibility for evaluating his strengths, weaknesses, and on-the-job effectiveness as revealed by his day-to-day activities. If this individual has been under your supervision for less than 30 days, you will collaborate with his previous supervisors to make sure the report is accurate and complete. Primary responsibility rests with the current supervisor. It is assumed that, throughout the period this individual has been under your supervision, you have discharged your supervisory responsibilities by frequent discussions of his work, so that in a general way he knows where he stands.

DATE

Posted Pos. Control

4-14-55

A Note due date 3/28/55

IT IS OPTIONAL WHETHER OR NOT THIS FITNESS REPORT BE REVIEWED BY THE PERSON BEING

SECTION I (To be filled in by Administrative Officer)

| | | | | | |
|--|---|-----------------------|------------------------------------|---------------------------|------------------------------------|
| 1. NAME (Last) MILLS, | (First) Montrell | (Middle) E. | 2. DATE OF BIRTH 1-31-24 | 3. SEX M | 4. CAREER DESIGNATION SD |
| 5. DATE OF ENTRANCE ON DUTY 3-28-51 | 6. OFFICE ASSIGNED TO Security | 7. DIVISION | 8. BRANCH | 11. GRADE GS-12 | |
| 9. NATURE OF ASSIGNMENT <input type="checkbox"/> DEPARTMENTAL <input checked="" type="checkbox"/> FIELD | 10. IF FIELD, SPECIFY STATION: | | | 11. GRADE | |
| 12. DATE THAT THIS REPORT IS DUE 15 March 1955 | 13. PERIOD COVERED BY THIS REPORT (Inclusive dates) 1 March 1954 - 1 March 1955 | | | | |

SECTION II (To be filled in by Supervisor)

| | |
|---|---|
| 1. CURRENT POSITION Investigator | 2. DATE ASSUMED RESPONSIBILITY FOR POSITION 1 December 1952 |
| 3. WHAT SPECIFIC ASSIGNMENTS OR TASKS ARE TYPICAL OF THOSE GIVEN TO HIM DURING THE PAST THREE TO SIX MONTHS (List in order of frequency): | |

Resident Agent (General Investigative duties)

APPROVED FOR RELEASE
DATE: NOV 2007

READ THE ENTIRE FORM BEFORE ATTEMPTING TO COMPLETE ANY ITEM

SECTION III

I certify that, during the latter half of the period covered by this report, I have discussed with the rated individual the manner in which he has performed his job and provided suggestions and criticisms wherever needed. I believe that his understanding of my evaluation of his performance is consistent with my evaluation of him as evidenced by this fitness report and I have informed him of his strengths, weaknesses, and on-the-job effectiveness. If performance during the report period has been unsatisfactory, there is attached a copy of the memorandum notifying him of unsatisfactory performance.

This report has has not been shown to the individual

THIS DATE **14 March 1955** NAME AND SIGNATURE OF RATEE (mediate supervisor)

I HAVE REVIEWED THIS REPORT (Comment, if any, as to accuracy of report) (Official next higher in line of authority)

THIS DATE **21 Mar 55**

(b) (1)
(b) (2)
(b) (3)
(b) (6)

SECTION IV

OFFICE OF PERSONNEL

This section is provided as an aid in describing the individual. Your description is not favorable or unfavorable in itself but acquires its meaning in relation to a particular job or assignment. The descriptive words are to be interpreted literally.

On the left hand side of the page below are a series of statements that apply in some degree to most people. On the right hand side of the page are four major categories of descriptions. Each category is divided into three small blocks; this is to allow you to make finer distinctions if you so desire. Look at the statement on the left - then check the category on the right which best tells how much the statement applies to the person you are rating. Placing an "X" in the "Not Observed" column means you have no opinion on whether a phrase applies to an individual. Placing an "X" in the "Does Not Apply" column means that you have the definite opinion that the description is not at all suited to the individual.

MAR 29 11 51 AM '55
MAIL ROOM

STATEMENTS

CATEGORIES

| SAMPLES | NOT OBSERVED | DOES NOT APPLY | APPLIES TO A LIMITED DEGREE | | | APPLIES TO A REASONABLE DEGREE | | | APPLIES TO AN ABOVE AVERAGE DEGREE | | | APPLIES TO AN OUTSTANDING DEGREE | | |
|---|--------------|----------------|-----------------------------|--|--|--------------------------------|---|--|------------------------------------|---|--|----------------------------------|--|--|
| | | | | | | | | | | | | | | |
| A. ABLE TO SEE ANOTHER'S POINT OF VIEW. | | | X | | | | | | X | | | | | |
| B. PRACTICAL. | | | | | | | X | | | X | | | | |
| 1. A GOOD REPORTER OF EVENTS. | | | | | | | X | | | | | | | |
| 2. CAN MAKE DECISIONS ON HIS OWN WHEN NEED ARISES. | | | | | | | X | | | | | | | |
| 3. CAUTIOUS IN ACTION. | | | | | | | X | | | | | | | |
| 4. HAS INITIATIVE. | | | | | | | X | | | | | | | |
| 5. UNEMOTIONAL. | | | | | | | | | X | | | | | |
| 6. ANALYTIC IN HIS THINKING. | | | | | | | X | | | | | | | |
| 7. CONSTANTLY STRIVING FOR NEW KNOWLEDGE AND IDEAS. | | | | | | | X | | | | | | | |
| 8. GETS ALONG WITH PEOPLE AT ALL SOCIAL LEVELS. | | | | | | | | | X | | | | | |
| 9. HAS SENSE OF HUMOR. | | | | | | | | | X | | | | | |
| 10. KNOWS WHEN TO SEEK ASSISTANCE. | | | | | | | | | X | | | | | |
| 11. CALM. | | | | | | | | | X | | | | | |
| 12. CAN GET ALONG WITH PEOPLE. | | | | | | | | | X | | | | | |
| 13. MEMORY FOR FACTS. | | | | | | | X | | | | | | | |
| 14. GETS THINGS DONE. | | | | | | | X | | | | | | | |
| 15. KEEPS ORIENTED TOWARD LONG TERM GOALS. | | | | | | | X | | | | | | | |
| 16. CAN COPE WITH EMERGENCIES. | | | | | | | X | | | | | | | |
| 17. HAS HIGH STANDARDS OF ACCOMPLISHMENT. | | | | | | | X | | | | | | | |
| 18. HAS STAMINA; CAN KEEP GOING A LONG TIME. | | | | | | | | | X | | | | | |
| 19. HAS WIDE RANGE OF INFORMATION. | | | | | | | X | | | | | | | |
| 20. SHOWS ORIGINALITY. | | | | | | | X | | | | | | | |
| 21. ACCEPTS RESPONSIBILITIES. | | | | | | | X | | | | | | | |
| 22. ADMITS HIS ERRORS. | | | | | | | | | X | | | | | |
| 23. RESPONDS WELL TO SUPERVISION. | | | | | | | | | X | | | | | |
| 24. EVEN DISPOSITION. | | | | | | | | | X | | | | | |
| 25. ABLE TO DO HIS JOB WITHOUT STRONG SUPPORT. | | | | | | | | | X | | | | | |

C. INDICATE IF YOU THINK THAT ANY SINGLE STRENGTH OR WEAKNESS OUTWEIGHS ALL OTHER CONSIDERATIONS:

cooperation and assiduous application to assigned tasks

OFFICE OF PERSONNEL
MAR 29 11 31 AM '55

D. DO YOU FEEL THAT HE REQUIRES CLOSE SUPERVISION? NO YES. IF YES, WHAT?

MAIL ROOM

E. WHAT TRAINING DO YOU RECOMMEND FOR THIS INDIVIDUAL?

none at this time

F. OTHER COMMENTS (Indicate here general traits, specific habits or characteristics not covered elsewhere in the report but which have a bearing on effective utilization of this person):

SECTION VI

Read all descriptions before rating. Place "X" in the most appropriate box under subsections A,B,C,&D

A. DIRECTIONS: Consider only the skill with which the person has performed the duties of his job and rate him accordingly.

- 1. DOES NOT PERFORM DUTIES ADEQUATELY; HE IS INCOMPETENT.
- 2. BARELY ADEQUATE IN PERFORMANCE; ALTHOUGH HE HAS HAD SPECIFIC GUIDANCE OR TRAINING, HE OFTEN FAILS TO CARRY OUT RESPONSIBILITIES COMPETENTLY.
- 3. PERFORMS MOST OF HIS DUTIES ACCEPTABLY; OCCASIONALLY REVEALS SOME AREA OF WEAKNESS.
- 4. PERFORMS DUTIES IN A TYPICALLY COMPETENT, EFFECTIVE MANNER.
- 5. A FINE PERFORMANCE; CARRIES OUT MANY OF HIS RESPONSIBILITIES EXCEPTIONALLY WELL.
- 6. PERFORMS HIS DUTIES IN SUCH AN OUTSTANDING MANNER THAT HE IS EQUALLED BY FEW OTHER PERSONS KNOWN TO THE RATER.

IS THIS INDIVIDUAL BETTER QUALIFIED FOR WORK IN SOME OTHER AREA? NO YES. IF YES, WHAT?

C. DIRECTIONS: Based upon what he has said, his actions, and any other indications, give your opinion of this person's attitude toward the agency.

- 1. HAS AN ANTAGONISTIC ATTITUDE TOWARD THE AGENCY ..WILL DEFINITELY LEAVE THE AGENCY AT THE FIRST OPPORTUNITY.
- 2. HAS STRONG NEGATIVE ATTITUDE TOWARD AGENCY... IRKED BY RESTRICTIONS...REGARDS AGENCY AS A TEMPORARY STOP UNTIL HE CAN GET SOMETHING BETTER.
- 3. TENDS TO HAVE AN UNFAVORABLE ATTITUDE TOWARD THE AGENCY...BOTHERED BY MINOR FRUSTRATIONS.. WILL QUIT IF THESE CONTINUE.
- 4. HIS ATTITUDE TOWARD THE AGENCY IS INDIFFERENT ... HAS "WAIT AND SEE" ATTITUDE..WOULD LEAVE IF SOMEONE OFFERED HIM SOMETHING BETTER.
- 5. TENDS TO HAVE FAVORABLE ATTITUDE TOWARD AGENCY ..MAKES ALLOWANCES FOR RESTRICTIONS IMPOSED BY WORKING FOR AGENCY..THINKS IN TERMS OF A CAREER IN THE AGENCY.
- 6. DEFINITELY HAS FAVORABLE ATTITUDE TOWARD THE AGENCY..BARRING AN UNEXPECTED OUTSIDE OPPORTUNITY, WILL PROBABLY ENDEAVOR TO MAKE A CAREER IN THE AGENCY.
- 7. HAS AN ENTHUSIASTIC ATTITUDE TOWARD THE AGENCY ..WILL PROBABLY NEVER CONSIDER WORKING ANY PLACE BUT IN THE AGENCY.

B. DIRECTIONS: Considering others of this person's grade and type of assignment, how would you rate him on potentiality for assumption of greater responsibilities normally indicated by promotion.

- 1. HAS REACHED THE HIGHEST GRADE LEVEL AT WHICH SATISFACTORY PERFORMANCE CAN BE EXPECTED.
- 2. IS MAKING PROGRESS, BUT NEEDS MORE TIME IN PRESENT GRADE BEFORE PROMOTION TO A HIGHER GRADE CAN BE RECOMMENDED.
- 3. IS READY TO TAKE ON RESPONSIBILITIES OF THE NEXT HIGHER GRADE, BUT MAY NEED TRAINING IN SOME AREAS.
- 4. WILL PROBABLY ADJUST QUICKLY TO THE MORE RESPONSIBLE DUTIES OF THE NEXT HIGHER GRADE.
- 5. IS ALREADY PERFORMING AT THE LEVEL OF THE NEXT HIGHER GRADE.
- 6. AN EXCEPTIONAL PERSON WHO IS ONE OF THE FEW WHO SHOULD BE CONSIDERED FOR RAPID ADVANCEMENT.

D. DIRECTIONS: Consider everything you know about this person in making your rating..skill in job duties, conduct on the job, personal characteristics or habits, and special defects or talents.

- 1. DEFINITELY UNSUITABLE - HE SHOULD BE SEPARATED.
- 2. OF DOUBTFUL SUITABILITY..WOULD NOT HAVE ACCEPTED HIM IF I HAD KNOWN WHAT I KNOW NOW.
- 3. A BARELY ACCEPTABLE EMPLOYEE..DEFINITELY BELOW AVERAGE BUT WITH NO WEAKNESSES SUFFICIENTLY OUTSTANDING TO WARRANT HIS SEPARATION.
- 4. A TYPICAL EMPLOYEE..HE DISPLAYS THE SAME SUITABILITY AS MOST OF THE PEOPLE I KNOW IN THE AGENCY.
- 5. A FINE EMPLOYEE - HAS SOME OUTSTANDING STRENGTHS.
- 6. AN UNUSUALLY STRONG PERSON IN TERMS OF THE REQUIREMENTS OF THE AGENCY.
- 7. EXCELLED BY ONLY A FEW IN SUITABILITY FOR WORK IN THE AGENCY.