

DOD Readiness Ratings

Contribute in Place

Member should remain in place due to:

- 1) Member occupies a highly specialized, unique or niche position creating a need for continuity. Further action is required to build succession strategy for critical gaps. It is therefore in the best interest of the department and the member that they continue to serve in that role.
- 2) Special Situation where a pending departure from the executive corps is imminent. Short-term movement for imminent departures only considered if mission requirements change.

Build Tenure/Experience

On Track or Recently Assigned - Member requires additional time to effect change while in their current position. Member should continue to develop and/or accrue tenure before being considered for movement. This rating is most applicable to executives who have been assigned into a new position.

Readiness Ratings

Ready for Career Broadening

Member is ready now to move laterally into a position of roughly equivalent scope, impact, complexity, responsibility and authority that offers different challenges, growth and/or broadening opportunities. This rating is most applicable to executives who are making valuable contributions in their current position and have demonstrated potential within their current organization. These individuals would either benefit from a career broadening opportunity or a focused executive development program.

Ready for Increased Challenge

Member is ready now to move into position of equivalent or greater scope, impact, complexity, responsibility or institutional importance. This assessment is most applicable to executives who have a consistent record of high performance, and demonstrate the potential to perform at the highest possible levels of service. The executive has maximized their contribution in their current position and is well prepared for a new challenge that benefits both the Department and the Executive.