

FITNESS REPORT AND COUNSELING RECORD (E7-6) (cont'd)

RCS BUPERS 1610-1

1. Name (Last, First MI Suffix)

ZINKE, R K

2. Grade/Rate

LCDR

3. Desig

4. SSN

PERFORMANCE TRAITS	1.0 Below Standards	2.0 Pro- gressing	3.0 Meets Standards	4.0 Above Standards	5.0 Greatly Exceeds Standards
38. LEADERSHIP: Organizing, motivating and developing others to accomplish goals. NOB <input type="checkbox"/>	- Fails to motivate, train or develop subordinates. - Fails to organize, creates problems for subordinates. - Does not set or achieve goals relevant to command mission. - Lacks ability to cope with or tolerate stress. - Inadequate communicator. - Tolerates hazards or unsafe practices. - Does not attend to welfare of subordinates.		- Effectively motivates, trains and develops subordinates. - Organizes successfully, solves problems as they occur. - Sets/achieves useful, realistic goals which support command mission. - Performs well in stressful situations. - Clear, timely communicator. - Ensures safety of personnel and equipment. - Routinely considers subordinates' personal and professional welfare.		- Inspiring motivator and trainer, consistently builds winners. - Superb organizer, great foresight, gets ahead of problems. - Leadership achievements dramatically further command mission. - Perseveres through the toughest challenges and inspires others. - Exceptional communicator. - Makes subordinates safety-conscious, maintains top safety record. - Constantly improves the personal and professional lives of others.
39. TACTICAL PERFORMANCE: (Warfare qualified officers only) Basic and tactical employment of weapons systems. NOB <input type="checkbox"/>	- Has difficulty attaining qualification expected for the rank or experience. - Has difficulty in ship(s), aircraft or weapons systems employment. - Warfare skills in specialty are below standards compared to others of same rank and experience.		- Attains qualifications as required and expected. - Capably employs ship(s), aircraft, or weapons systems. Equal to others in warfare knowledge and employment. - Warfare skills in specialty equal to other of same rank and experience.		- Fully qualified at appropriate level for rank and experience. - Innovatively employs ship(s), aircraft, or weapons systems. Well above others in warfare knowledge and employment. - Warfare skills in specialty exceed others of same rank and experience.

40. I recommend screening this individual for next career milestone(s) as follows: (maximum of two)
 Recommendations may be for competitive schools or duty assignments such as: LCPO, DEPT CPO, SEA, CMC, CWO, LDO, Dept Head, XO, OIC, CO, Major Command, War College, PG School.

CO

NAVAL WAR COLLEGE

41. COMMENTS ON PERFORMANCE: * All 5.0 and 1.0 marks must be specifically substantiated in comments. No numerical ranking permitted. Comments must be verifiable. Bold, underlined, italic, or other highlighted type is prohibited. Font must be 10 or 12 pitch (10 to 12 point) only. Use upper and lower case.
 **SUPERB XO and SEAL. Intelligent, Experienced and Motivated. Wealth of Joint and Overseas Exposure. Fully Groomed. Screen and Place in Command at Earliest Opportunity.

*33. Thoroughly familiar with all capabilities, requirements and procedures of our NSW organization. Runs the Command on a daily basis with my absolute confidence. Adept at working with Navy and Joint Resource Providers in Europe and CONUS to smartly fill our forward-deployed manpower, material and fiscal requirements. Primary Action Officer that stood-up MCADS at NSWU-2. He has the organizational knowledge and experience to be CO!
 *35. Extremely Fit. Professional Demeanor. Impressive U.S. Navy Ambassador in Europe's complex pol-mil setting. Has smoothly hosted and briefed numerous Admirals and Generals.
 *36/37/38. Organized and Motivated the Command to completely facelift our buildings and grounds, which now present a sharp, professional appearance. A Consistent, Equitable Disciplinarian and Counselor for ALL RANKS. He's proven he can make Tough Decisions!
 *39/40. MISSION COMMANDER for NAVSOF SEAL Element in KOSOVO for a 30-day period. Executed three high-risk, high-payoff operations for Commanding General, U.S. Forces Kosovo, that led to the discovery of a huge arms cache and insurgent arrests. Provided the mature, seasoned SOF leadership and planning that led to success! He Gets Results!!
 **WE MUST Send to War College, Screen for Command, and Assign to a Warfighting Position!!

Promotion Recommendation	NOB	Significant Problems	Progressing	Promotable	Must Promote	Early Promote	44. Reporting Senior Address
42. INDIVIDUAL						X	Commanding Officer
43. SUMMARY	X	0	0	0	1	1	CMR APO AE

45. Signature of Reporting Senior

46. Signature of Individual Evaluated. "I have seen this report, been apprised of my performance, and understand my right to submit a statement."
 I intend to submit a statement. ☐ I do not intend to submit a statement. ☒

47. Signature of Regular Reporting Senior on Concurrent Report

Date: 27 JUN 2000