

LCDR CORY COER

PHS #12345

### Sample Rebuttal

This rebuttal is in response to my 2012 COER. I disagree with the scores and rater comments on the 2012 COER evaluation that my Rater provided. Specifically, I disagree with the two performance elements and the rater comments.

#### **Performance Elements:**

**Leadership:** My Rater gave me a score of a "3" for this performance element. I disagree with this rating. I volunteered to be the lead on Project XYZ for the agency. I facilitated collaboration, fairness and inclusiveness in the project by seeking input from the team, teaching, and mentoring members of the team that were new to the project. I also created and led one team building activity that was very successful. I received a letter of appreciation from the division for my efforts.

**Interpersonal Skills:** My Rater gave me a score of a "4" for this performance element. I disagree with this rating. I have shown exceptional interpersonal skills in various ways. I served as the welcoming committee chair for new officers coming into my division demonstrating a friendly and positive attitude. I facilitated the resolution of the conflict between the A and B division which has resulted in increased productivity for the agency overall. I was complimented by Dr. Soandso for my mediation skills.

#### **Rater Comments:**

My Rater stated that I needed to pursue more professional growth. I disagree with this statement. I attended 3 continuing education conferences this year on public health topics. I shared the information with my division during 3 Lunch 'n Learns. I also completed an accelerated MBA over the past year.

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