ALQ Evaluation Transformation
Foundational Changes & Impact to Airmen

**Foundational Changes**

- **Competency-Based Assessments**
  Evaluating behaviors and outcomes provides a more accurate, holistic performance assessment.

- **Airman Leadership Qualities (ALQ)**
  Represent performance characteristics we want to define, develop, incentivize, and measure in our Airmen.

- **Performance Statements**
  Narrative-style writing and plain language to describe performance; they are efficient and clear, improving the ability to understand performance.

- **Synergy Across All Airmen**
  Develops mission-focused Airmen while reinforcing behaviors our Air Force values across all Enlisted/Officer ranks and duty specialties.

**Impact to Airmen**

- Clearly Defines What the AF Values
- Enables Clear and Equitable Understanding of Performance
- Delivers Meaningful, Accessible, and Actionable Feedback
- Measures Performance Against Defined AF Values
- Develops Behavioral Skills and Growth
- Initiates the Agile and Iterative Evaluation System of the Future

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**myEval 2.0 (IT Solution)**

- Improves feedback/evals
- Enhances user experience
- Enables data-driven decisions
Competency-Based Assessments

Evaluating both Airmen’s behaviors/actions and outcomes/results provides a more accurate, holistic performance assessment.

- **Values.** Competencies are what you know and can do; Performance is what you do and how well you do it; Evaluations demonstrate performance in alignment with Air Force values.

- **Action Order-Airmen.** Future Air Force success is just as dependent upon the skills and behaviors Airmen have and are working towards as their past outcomes achieved.

- **Development.** Allows us to more deliberately develop our Airmen by offering feedback on both their achievements and behaviors.

- **Whole Person.** Raters measure Airmen’s performance using a whole person concept relative to the Ratee’s specific rank, specialty, level of responsibility, and assigned duties throughout the entire rating period.

“We must have evaluation systems that provide constructive feedback, evaluate against qualities we value, and highlight future potential.”

– General Charles Q. Brown, Jr., CSAF 22 –
Airman Leadership Qualities (ALQ)

Represent performance characteristics we want to define, develop, incentivize, and measure in our Airmen.

Core Values as Foundation

Integrity First – Service Before Self – Excellence In All We Do

ALQ Evaluation Transformation
Airman Leadership Qualities (ALQ)

4 Major Performance Areas

- Executing the Mission
- Leading People
- Managing Resources
- Improving the Unit

Enterprise Perspective

- Job Proficiency
  - Initiative
  - Adaptability
- Inclusion & Teamwork
  - Emotional Intelligence
  - Communication
- Stewardship
  - Accountability
- Decision Making
  - Innovation

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• **Standalone.** Each Performance Statement is a standalone sentence and includes two elements: 1) **action** and 2) at least one **impact, result, or outcome**.

• **Readability.** Performance Statements provide readability by using plain language and *avoiding* uncommon acronyms and abbreviations.
  
  - If using acronyms and abbreviations, only utilize those identified on the approved Air Force Acronym and Abbreviation List, unless noted by an approved category.
  
  - The list and ruleset are available here: [https://www.afpc.af.mil/Career-Management/Acronyms/](https://www.afpc.af.mil/Career-Management/Acronyms/)

• Search “**ALQ Writing Guide**” in myFSS for knowledge article containing suggestions and examples
• **Simple and Consistent.** Administration of ALQ Evaluations is both simple and consistent across all Total Force Enlisted and Officer Airmen.
  - All Airmen are evaluated, according to their rank and responsibilities, through the lens of MPAs.
  - Evaluation variables are limited to those specifically required to make effective talent management decisions within the force structure (i.e., stratification, forced distribution, future roles).

• **Standards.** ALQ Evaluations enable clear and equitable understanding of performance; they assess behavior in alignment with published Air Force values and capture performance towards mission-driven outcomes.

"The synergy between the Officer and Enlisted evaluation systems is a huge win for how we develop our Airmen to build the Air Force our nation needs."

– CMSAF JoAnne S. Bass, CMSAF 19 –
• **Airman Leadership Qualities (ALQ):** performance characteristics we want to define, develop, incentivize, and measure in our Airmen

• **Major Performance Areas (MPA):** align the duties and responsibilities of Airmen's everyday performance and/or behaviors to develop the mission-focused Airmen we need; MPA's include Executing the Mission, Leading People, Managing Resources, and Improving the Unit

• **Performance Statements:** narrative-style writing and plain language to describe Airmen's performance without the need of extensive technical or contextual knowledge

• **ALQ Evaluation:** assessment of behaviors and/or performance the Air Force values with mission-driven outcomes and developmental feedback

• **ALQ Performance Brief:** ALQ Evaluation’s final output used for talent management decisions (replacement for the traditional OPR/EPR)

• **Higher Level Reviewer (HLR):** final evaluator in rating chain and closes out the evaluation