



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.

ALQ Evaluations



myEval 2.0 (IT Solution)

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

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



ALQ Evaluation Transformation *Competency-Based Assessments*



Competency-Based Assessments

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

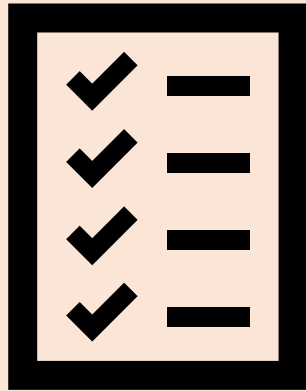
- **Values.** *Competencies* are what you know and can do; *Performance* is what you do and how well you do it; *Evaluations* demonstrate performance in alignment with Air Force values.
- **Action Order-Airmen.** Future Air Force success is just as dependent upon the skills and behaviors Airmen have 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 –



ALQ Evaluation Transformation *Airman Leadership Qualities (ALQ)*



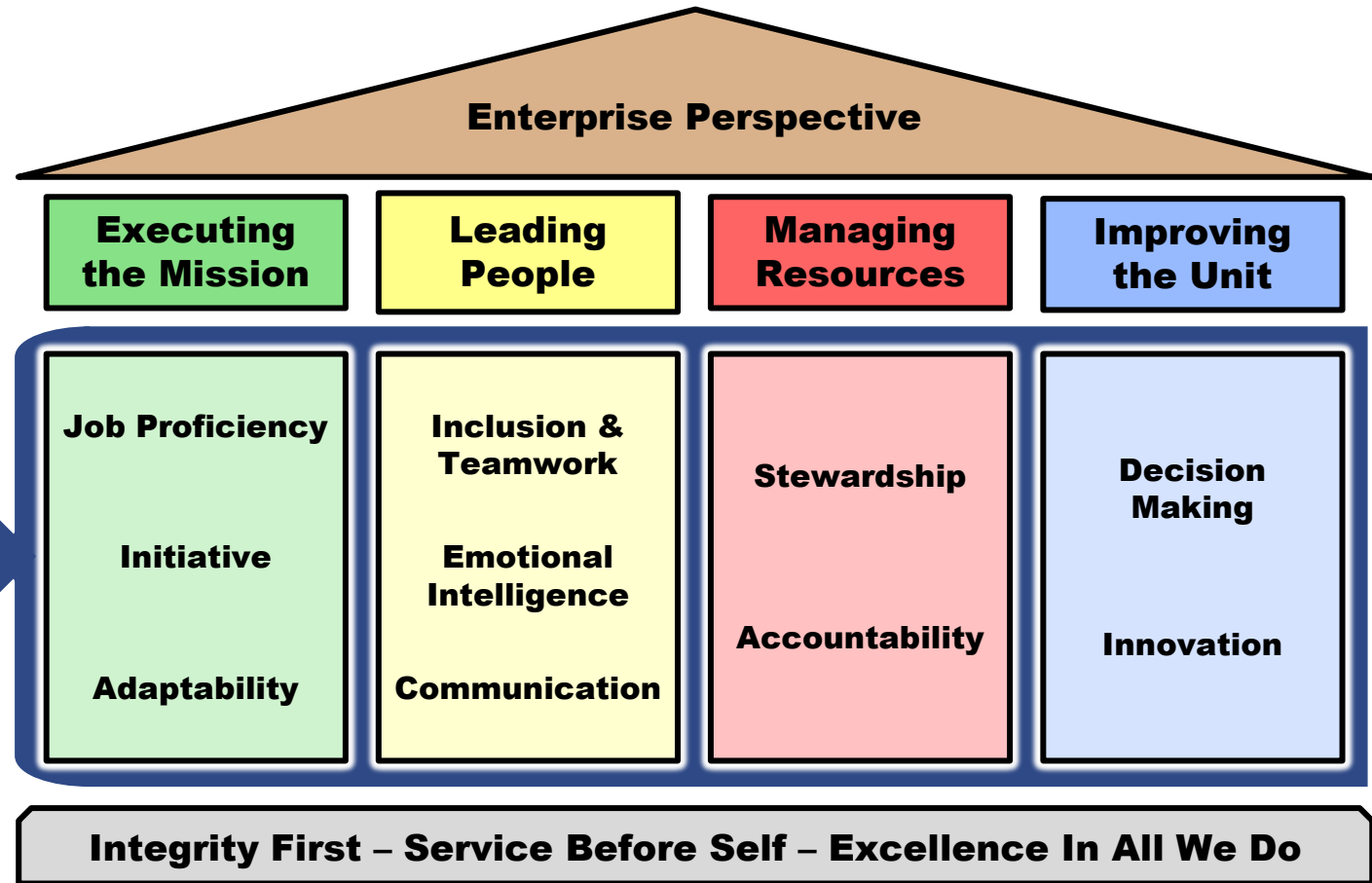
Airman Leadership Qualities (ALQ)

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

4 Major Performance Areas

Airman Leadership Qualities

Core Values as Foundation





ALQ Evaluation Transformation Performance Statements



Performance Statements

Narrative-style writing and plain language to describe Airmen's performance; they are efficient and clear, improving the ability to understand performance correctly and equitably.

- **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/>
- Search “**ALQ Writing Guide**” in myFSS for knowledge article containing suggestions and examples



ALQ Evaluation Transformation *Synergy*



Synergy Across All Airmen

Develops the mission-focused Airmen we need while reinforcing the development of behaviors our Air Force values across all Enlisted/Officer ranks and duty specialties.

- **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 –



ALQ Evaluation Transformation *Terminology*

- **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