

REPORT ON THE FITNESS OF OFFICERS

(To be submitted in accordance with Section 5 of Chapter 2, U. S. Navy Regulations, 1920, and Bureau of Navigation Manual, Article C-1007)

(Before making out this report read latest Bureau of Navigation circular letter on the subject of fitness reports)

The following four questions to be made out by the officer reported on:

SPRUANCE, Raymond A. AUG 14 1942, Rank Rear Admiral, U. S. N.
(Surname first)
Ship or Station U.S.S. NORTHAMPTON Period from 1 April 1942 to 18 June 1942
(Ship aviation units enter ship to which attached)

1. Regular duties Commander Cruiser Division FIVE, U.S. Pacific Fleet

Additional duties Commander Task Force 16 (28 May - 15 June)
(State watch duties, both deck and engineering. After each duty insert in parenthesis number of months this reporting period)

2. Present address of { wife (if married) 964 "D" Ave. Coronado, California.
next of kin (if unmarried) _____

(Indicate above the best address at which the Bureau of Navigation may communicate with the wife or next of kin in an emergency. The above address does not relate to the usual residence (home) which is maintained in the Bureau. See Art. 185(2), U. S. N. R., 1920.)

3. Proficiency in foreign languages, stating which ones, and ability therein French 3.0

4. My preference for next duty is—

(a) Sea _____ Fleet Pacific

(b) Shore _____ Location _____

R.A. Spruance
(Signature)

Following to be made out by Reporting Officer:

5. Reporting Officer: Name Frank Jack Fletcher, Rank Rear Admiral, U. S. N.

6. Reporting officer's official status relative to officer reported on Commander Cruisers, Pacific Fleet

7. Employment of ship during period of this report Operating with a major task force of the Pacific Fleet under conditions of war.

8. Assign marks on scale of 0-4 in appropriate subdivisions given below, and any other qualification on which observation has been sufficient to justify marking.
(Staff officers to be marked with respect to required duties. Mark below 2.5 constitutes an unsatisfactory report)

Present assignment 4.0 Ability to command 3.9 As executive or division officer _____ As deck watch officer _____

In administration _____ Ship handling _____

9. Has the work of this officer been reported on either in a commendatory way or adversely during the period of this report? If so, state the subject, reference numbers, and substance of report. Clip copy to report. Comply with U. S. Navy Regulations, article 137 (11) with respect to commendatory reports. Any adverse comment constitutes an unsatisfactory report.

Recommended for D.S.M. by me and Cincpac for services in command of Taskfor 16 at battle of Midway.

Also see attached letter from Vice Ad. Halsey

12. To what degree has he exhibited the following qualities? (See instructions in latest Bureau of Navigation circular letter on the subject of fitness reports.)

Intelligence (With reference to the faculty of comprehension; mental acuteness.)	X	Exceptionally quick-witted; keen in understanding.	Grasps essentials of a situation quickly.	Understands normal situations and conditions.	Slow of comprehension; unimaginative.
Judgment (With reference to a discriminating perception by which the values and relations of things are mentally asserted.)	X	Unusually keen in estimating situations and reaching sound decisions.	Can generally be depended on to make proper decisions.	Fair judgment in normal and routine things.	Frequently draws wrong conclusions.
Initiative (With reference to constructive thinking and resourcefulness; ability and intelligence to act on own responsibility.)	X	Exceptional in ability to think, plan, and do things without waiting to be told and instructed.	Able to plan and execute missions on his own responsibility.	Capable of performing routine duties on own responsibility.	Requires constant guidance and supervision in his work, or evades responsibilities.
Force (With reference to moral power possessed and exerted in producing results.)	Y	Strong, dynamic.	Strong.	Effectual under normal and routine circumstances.	Less than normal.
Leadership (With reference to the faculty of directing, controlling, and influencing others in definite lines of action.)	Y	Inspires others to a high degree by precept and example.	A very good leader.	Leads fairly well.	A poor leader.
Moral Courage (With reference to that mental quality which impels one to carry out the dictates of his conscience and convictions fearlessly.)	X	Exceptionally courageous.	Courageous to a high degree.	Fairly courageous.	Timid.
Cooperation (With reference to the faculty of working harmoniously with others toward the accomplishment of common duties.)	X	Exceptionally successful in working with others to a common end.	Works in harmony with others.	Cooperates fairly well.	Not cooperative.
Loyalty (Fidelity, faithfulness, allegiance, constancy — all with reference to a cause and to higher authority.)	X	Unswerving in allegiance; frank and honest in advising and advising.	A high sense of loyalty.	Reasonably faithful in the execution of his duty.	Inclined to be disloyal.
Perseverance (With reference to maintenance of purpose or undertaking in spite of obstacles or discouragement.)	X	Determined, resolute.	Constant in purpose.	Fairly steady.	Inclined to vacillate.
Reactions in emergencies (With reference to the faculty of acting instinctively in a logical manner in difficult and unforeseen situations.)	X	Exceptionally cool-headed and logical in his actions under all conditions.	Composed and logical in his actions in difficult situations.	Fairly logical in his actions in general.	Inclined to be disconcerted.
Endurance (With reference to ability for carrying on under any and all conditions.)	X	Capable of standing an exceptional amount of physical hardships and strain.	Can perform well his duties under trying conditions.	Of normal endurance.	Less than normal.
Industry (With reference to performance of duties in an energetic manner.)	Y	Extremely energetic and industrious.	Thorough and energetic.	Reasonably energetic and industrious.	Indolent; lazy.
Military bearing and neatness of person and dress (With reference to dignity of demeanor, correctness of uniform, and smartness of appearance.)	Y	Exceptional.	Very good.	Fair.	Unmilitary and untidy.

A CHECK TO RIGHT OF THIS LINE CONSTITUTES AN UNSATISFACTORY REPORT

13. In comparison with other officers of his rank and approximate length of service, how would you designate this officer? Outstanding *Yes*. Above average Average Below average

REMARKS

14. Is this officer professionally qualified to perform ALL the duties of his grade? Yes No If deficient in any particular, comment is required. Give in this space a clear, concise estimate of this officer's personal and military character, his fitness for promotion, and duty performed worthy of special mention, and any information which might be of value to the Department in making assignments to duty. A check opposite "No," except for inexperienced Ensigns, or a statement that performance of duty is clearly unsatisfactory constitutes an unsatisfactory report. A statement of minor deficiencies either in character or performance of duties constitutes an unfavorable report. (THIS SPACE IS NOT TO BE LEFT BLANK.)

An outstanding flag officer who has proved his capabilities in action. Has only come under my personal observation and command at battle of Midway but his actions on that occasion leave no doubt as to his character and ability.