

NCOER COUNSELING AND SUPPORT FORM
For use of this form, see AR 623-3; the proponent agency is DCS, G-1.

FOR OFFICIAL USE ONLY (FOUO)
SEE PRIVACY ACT STATEMENT
IN AR 623-3.

PART I - ADMINISTRATIVE DATA

a. NAME (Last, First, Middle Initial)		b. SSN	c. RANK	d. DATE OF RANK	e. PMOSC
f. UNIT, ORG., STATION, ZIP CODE OR APO, MAJOR COMMAND	STATUS CODE	I. RATED NCO'S EMAIL ADDRESS (.gov or .mil)		m. UIC	n. CMD CODE o. PSB CODE

PART II - AUTHENTICATION

a. NAME OF RATER (Last, First, Middle Initial)	SSN	INITIAL	LATER	LATER	LATER
RANK, PMOSC/BRANCH, ORGANIZATION, DUTY ASSIGNMENT			RATER'S AKO EMAIL ADDRESS (.gov. or .mil)		
b. NAME OF SENIOR RATER (Last, First, Middle Initial)	SSN	INITIAL	LATER	LATER	LATER
RANK, PMOSC/BRANCH, ORGANIZATION, DUTY ASSIGNMENT			SENIOR RATER'S AKO EMAIL ADDRESS (.gov. or .mil)		
c. NAME OF REVIEWER (Last, First, Middle Initial)	SSN	INITIAL	LATER	LATER	LATER
RANK, PMOSC/BRANCH, ORGANIZATION, DUTY ASSIGNMENT			REVIEWER'S AKO EMAIL ADDRESS (.gov. or .mil)		
d. RATED NCO'S INITIAL'S	INITIAL	LATER	LATER	LATER	LATER

PART III - DUTY DESCRIPTION (Rater)

a. PRINCIPAL DUTY TITLE	b. DUTY MOSC
c. DAILY DUTIES AND SCOPE (To include, as appropriate, people, equipment, facilities and dollars)	
d. AREAS OF SPECIAL EMPHASIS	
e. APPOINTED DUTIES	
f. PHYSICAL FITNESS & MILITARY BEARING	APFT APFT DATE HEIGHT/WEIGHT

a. ARMY VALUES:	PART IV - ARMY VALUES/ATTRIBUTES/SKILLS/ACTIONS (Rater)
LOYALTY, DUTY, RESPECT/EO/EEO, SELFLESS-SERVICE, HONOR, INTEGRITY, PERSONAL	

TASK/ACTIONS:	PERFORMANCE SUMMARY:

RATED NCO'S NAME (Last, First, Middle Initial)		SSN
b. COMPETENCE: <ul style="list-style-type: none"> o Duty proficiency; MOS competency o Sound judgment o Accomplishing tasks to the fullest capacity; committed to excellence o Technical & tactical; knowledge, skills, and abilities o Seeking self-improvement; always learning 		
TASK/ACTIONS:		PERFORMANCE SUMMARY:
c. PHYSICAL FITNESS & MILITARY BEARING: <ul style="list-style-type: none"> o Mental and physical toughness o Displaying confidence and enthusiasm; looks like a soldier o Endurance and stamina to go the distance 		
TASK/ACTIONS:		PERFORMANCE SUMMARY:
d. LEADERSHIP: <ul style="list-style-type: none"> o Mission first o Instilling the spirit to achieve and win o Genuine concern for soldiers o Setting the example; Be, Know, Do 		
TASK/ACTIONS:		PERFORMANCE SUMMARY:
e. TRAINING: <ul style="list-style-type: none"> o Individual and team o Teaching soldiers how; common tasks, duty-related skills o Mission focused; performance oriented o Sharing knowledge and experience to fight, survive and win 		
TASK/ACTIONS:		PERFORMANCE SUMMARY:
f. RESPONSIBILITY & ACCOUNTABILITY: <ul style="list-style-type: none"> o Care and maintenance of equipment/facilities o Conservation of supplies and funds o Responsible for good, bad, right & wrong o Soldier and equipment safety o Encouraging soldiers to learn and grow 		
TASK/ACTIONS:		PERFORMANCE SUMMARY: