

OFFICER EVALUATION REPORT

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 (YYYYMMDD)	e. BRANCH	f. DESIGNATED SPECIALTIES / PMOS (WO)		
g.1. UNIT, ORG., STATION, ZIP CODE OR APO, MAJOR COMMAND				g.2. STATUS CODE	h. REASON FOR SUBMISSION			
i. PERIOD COVERED		j. RATED MONTHS	k. NONRATED CODES	l. NO. OF ENCL	m. RATED OFFICER'S AKO EMAIL ADDRESS (.gov or mil)	n. UIC	o. CMD CODE	p. PSB CODE
FROM (YYYYMMDD)		THRU (YYYYMMDD)						

PART II - AUTHENTICATION (Rated officer's signature verifies officer has seen completed OER Parts I-VII and the admin data is correct)

a. NAME OF RATER (Last, First, MI)	SSN	RANK	POSITION	SIGNATURE	DATE (YYYYMMDD)
b. NAME OF INTERMEDIATE RATER (Last, First, MI)	SSN	RANK	POSITION	SIGNATURE	DATE (YYYYMMDD)
c. NAME OF SENIOR RATER (Last, First, MI)	SSN	RANK	POSITION	SIGNATURE	DATE (YYYYMMDD)
SENIOR RATER'S ORGANIZATION		BRANCH	SENIOR RATER TELEPHONE NUMBER	E-MAIL ADDRESS (.gov or .mil)	
d. This is a referred report, do you wish to make comments? <input type="checkbox"/> Yes, comments are attached <input type="checkbox"/> No				e. SIGNATURE OF RATED OFFICER	DATE (YYYYMMDD)

PART III - DUTY DESCRIPTION

a. PRINCIPAL DUTY TITLE	b. POSITION AOC/BR
c. SIGNIFICANT DUTIES AND RESPONSIBILITIES. REFER TO PART IVa, DA FORM 67-9-1.	

PART IV - PERFORMANCE EVALUATION - PROFESSIONALISM (Rater)

CHARACTER Disposition of the leader: combination of values, attributes, and skills affecting leader actions

a. ARMY VALUES (Comments mandatory for all "NO" entries. Use PART Vb.)	Yes No	Yes No
1. HONOR: Adherence to the Army's publicly declared code of values	<input type="checkbox"/> <input type="checkbox"/>	5. RESPECT: Promotes dignity, consideration, fairness, & EO
2. INTEGRITY: Possesses high personal moral standards; honest in word and deed	<input type="checkbox"/> <input type="checkbox"/>	6. SELFLESS-SERVICE: Places Army priorities before self
3. COURAGE: Manifests physical and moral bravery	<input type="checkbox"/> <input type="checkbox"/>	7. DUTY: Fulfills professional, legal, and moral obligations
4. LOYALTY: Bears true faith and allegiance to the U.S. Constitution, the Army, the unit, and the soldier	<input type="checkbox"/> <input type="checkbox"/>	

b. LEADER ATTRIBUTES / SKILLS / ACTIONS: First, mark "YES" or "NO" for each block. Second, choose a total of six that best describe the rated officer. Select one from ATTRIBUTES, two from SKILLS (Competence), and three from ACTIONS (LEADERSHIP). Place an "X" in the appropriate numbered box with optional comments in PART Vb. **Comments are mandatory in Part Vb for all "No" entries.**

b.1. ATTRIBUTES (Select 1) Fundamental qualities and characteristics	<input type="checkbox"/> 1. MENTAL <input type="checkbox"/> YES <input type="checkbox"/> NO Possesses desire, will, initiative, and discipline	<input type="checkbox"/> 2. PHYSICAL <input type="checkbox"/> YES <input type="checkbox"/> NO Maintains appropriate level of physical fitness and military bearing	<input type="checkbox"/> 3. EMOTIONAL <input type="checkbox"/> YES <input type="checkbox"/> NO Displays self-control; calm under pressure
	<input type="checkbox"/> 1. CONCEPTUAL <input type="checkbox"/> YES <input type="checkbox"/> NO Demonstrates sound judgment, critical/creative thinking, moral reasoning	<input type="checkbox"/> 2. INTERPERSONAL <input type="checkbox"/> YES <input type="checkbox"/> NO Shows skill with people: coaching, teaching, counseling, motivating and empowering	<input type="checkbox"/> 3. TECHNICAL <input type="checkbox"/> YES <input type="checkbox"/> NO Possesses the necessary expertise to accomplish all tasks and functions
b.3. ACTIONS (LEADERSHIP) (Select 3) Major activities leaders perform: influencing, operating, and improving			
INFLUENCING Method of reaching goals while operating / improving	<input type="checkbox"/> 1. COMMUNICATING <input type="checkbox"/> YES <input type="checkbox"/> NO Displays good oral, written, and listening skills for individuals / groups	<input type="checkbox"/> 2. DECISION-MAKING <input type="checkbox"/> YES <input type="checkbox"/> NO Employs sound judgment, logical reasoning and uses resources wisely	<input type="checkbox"/> 3. MOTIVATING <input type="checkbox"/> YES <input type="checkbox"/> NO Inspires, motivates, and guides others toward mission accomplishment
OPERATING Short-term mission accomplishment	<input type="checkbox"/> 4. PLANNING <input type="checkbox"/> YES <input type="checkbox"/> NO Develops detailed, executable plans that are feasible, acceptable, and suitable	<input type="checkbox"/> 5. EXECUTING <input type="checkbox"/> YES <input type="checkbox"/> NO Shows tactical proficiency, meets mission standards, and takes care of people/resources	<input type="checkbox"/> 6. ASSESSING <input type="checkbox"/> YES <input type="checkbox"/> NO Uses after-action and evaluation tools to facilitate consistent improvement
IMPROVING Long-term improvement in the Army its people and organizations	<input type="checkbox"/> 7. DEVELOPING <input type="checkbox"/> YES <input type="checkbox"/> NO Invests adequate time and effort to develop individual subordinates as leaders	<input type="checkbox"/> 8. BUILDING <input type="checkbox"/> YES <input type="checkbox"/> NO Spends time and resources improving teams, groups and units; fosters ethical climate	<input type="checkbox"/> 9. LEARNING <input type="checkbox"/> YES <input type="checkbox"/> NO Seeks self-improvement and organizational growth; envisioning, adapting and leading change

c. APFT:	DATE:	HEIGHT:	WEIGHT:
d. OFFICER DEVELOPMENT - MANDATORY YES OR NO ENTRY FOR RATERS OF CPTs, LTs, CW2s, AND WO1s.			
WERE DEVELOPMENTAL TASKS RECORDED ON DA FORM 67-9-1a AND QUARTERLY FOLLOW-UP COUNSELINGS CONDUCTED?			
<input type="checkbox"/> YES	<input type="checkbox"/> NO	<input type="checkbox"/> NA	

PART V - PERFORMANCE AND POTENTIAL EVALUATION *(Rater)*

a. EVALUATE THE RATED OFFICER'S PERFORMANCE DURING THE RATING PERIOD AND HIS/HER POTENTIAL FOR PROMOTION

OUTSTANDING PERFORMANCE, MUST PROMOTE
 SATISFACTORY PERFORMANCE, PROMOTE
 UNSATISFACTORY PERFORMANCE, DO NOT PROMOTE
 OTHER *(Explain)*

b. COMMENT ON SPECIFIC ASPECTS OF THE PERFORMANCE, REFER TO PART III, DA FORM 67-9 AND PART IVa, b, AND PART Vb, DA FORM 67-9-1.

c. COMMENT ON POTENTIAL FOR PROMOTION.

d. IDENTIFY ANY UNIQUE PROFESSIONAL SKILLS OR AREAS OF EXPERTISE OF VALUE TO THE ARMY THAT THIS OFFICER POSSESSES. FOR ARMY COMPETITIVE CATEGORY CPT ALSO INDICATE A POTENTIAL CAREER FIELD FOR FUTURE SERVICE.

PART VI - INTERMEDIATE RATER

PART VII - SENIOR RATER

a. EVALUATE THE RATED OFFICER'S PROMOTION POTENTIAL TO THE NEXT HIGHER GRADE

BEST QUALIFIED
 FULLY QUALIFIED
 DO NOT PROMOTE
 OTHER *(Explain below)*

I currently senior rate _____ officer(s) in this grade
 A completed DA Form 67-9-1 was received with this report and considered in my evaluation and review YES NO *(Explain in c)*

b. POTENTIAL COMPARED WITH OFFICERS SENIOR RATED IN SAME GRADE (OVERPRINTED BY DA)

ABOVE CENTER OF MASS
 (Less than 50% in top box; Center of Mass if 50% or more in top box)

CENTER OF MASS

BELOW CENTER OF MASS
 RETAIN

BELOW CENTER OF MASS
 DO NOT RETAIN

c. COMMENT ON PERFORMANCE/POTENTIAL

d. LIST THREE FUTURE ASSIGNMENTS FOR WHICH THIS OFFICER IS BEST SUITED. FOR ARMY COMPETITIVE CATEGORY CPT, ALSO INDICATE A POTENTIAL CAREER FIELD FOR FUTURE SERVICE.