

# OFFICER EVALUATION REPORT

For use of this form, see AR 623-105; the proponent agency is ODCSPER

SEE PRIVACY ACT STATEMENT  
ON DA FORM 67-9-1

## PART I - ADMINISTRATIVE DATA

a. NAME (Last, First, Middle Initial)			b. SSN		c. RANK	d. DATE OF RANK Year      Month      Day			e. BRANCH	f. DESIGNATED SPECIALTIES <input type="checkbox"/> PMOS (WO) <input type="checkbox"/>				
g. UNIT, ORG., STATION, ZIP CODE OR APO, MAJOR COMMAND								h. REASON FOR SUBMISSION						
i. PERIOD COVERED						j. RATED MONTHS	k. NONRATED CODES	l. NO. OF ENCL	m. RATED OFFICER COPY (Check one and date)			n. PSB INITIAL	o. CMD CODE	p. PSB CODE
FROM		THRU							1. Given to Officer					
Year	Month	Day	Year	Month	Day	2. Forwarded to Officer								

## 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
b. NAME OF INTERMEDIATE RATER (Last, First, MI)		SSN	RANK	POSITION	SIGNATURE	DATE
c. NAME OF SENIOR RATER (Last, First, MI)		SSN	RANK	POSITION	SIGNATURE	DATE
SENIOR RATER'S ORGANIZATION			BRANCH	SENIOR RATER TELEPHONE NUMBER	E-MAIL ADDRESS	
			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	

## 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	<input type="checkbox"/>
2. INTEGRITY: Possesses high personal moral standards; honest in word and		<input type="checkbox"/>	<input type="checkbox"/>	6. SELFLESS-SERVICE: Places Army priorities before self	<input type="checkbox"/>
3. COURAGE: Manifests physical and moral bravery		<input type="checkbox"/>	<input type="checkbox"/>	7. DUTY: Fulfills professional, legal, and moral obligations	<input type="checkbox"/>
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"/>		<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**

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

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

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NAME SSN PERIOD COVERED

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 AND POTENTIAL FOR PROMOTION. REFER TO PART III, DA FORM 67-9 AND PART IVa, b, AND c DA FORM 67-9-1.

c. IDENTIFY ANY UNIQUE PROFESSIONAL SKILLS OR AREAS OF EXPERTISE OF VALUE TO THE ARMY THAT THIS OFFICER POSSESSES. FOR ARMY COMPETITIVE CATEGORY CPT THROUGH LTC, 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 3 FUTURE ASSIGNMENTS FOR WHICH THIS OFFICER IS BEST SUITED. FOR ARMY COMPETITIVE CATEGORY CPT THROUGH LTC, ALSO INDICATE A POTENTIAL CAREER FIELD FOR FUTURE SERVICE.

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