

OFFICER EVALUATION REPORT <small>For use of this form, see AR 623-105; the proponent agency is ODCSPER</small>										<small>SEE PRIVACY ACT STATEMENT ON DA FORM 67-9-1</small>					
PART I - ADMINISTRATIVE DATA															
a. NAME (Last, First, Middle Initial)				b. SSN		c. RANK		d. DATE OF RANK <small>Year Month Day</small>		e. BRANCH		f. DESIGNATED SPECIALTIES <small>Page 1 of 2</small>			
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)			
FROM <small>Year Month Day</small>		THRU <small>Year Month Day</small>								1. Given to Officer		Date			
										2. Forwarded to Officer					
PART II - AUTHENTICATION (Rated officer's signature verifies officer has seen completed DER 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 <small>Disposition of the leader: combination of values, attributes, and skills affecting leader actions</small>															
a. ARMY VALUES (Comments mandatory for all "NO" entries. Use PART Vb.)															
1. HONOR: Adherence to the Army's publicly declared code of values				2. INTEGRITY: Possesses high personal moral standards; honest in word and deed				3. COURAGE: Manifests physical and moral bravery				4. LOYALTY: Bears true faith and allegiance to the U.S. Constitution, the Army, the unit, and the soldier			
5. RESPECT: Promotes dignity, consideration, fairness, & EO				6. SELFLESS-SERVICE: Places Army priorities before self				7. DUTY: Fulfills professional, legal, and moral obligations							
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)		1. MENTAL <input type="checkbox"/> YES <input type="checkbox"/> NO <small>Possesses desire, will, initiative, and discipline</small>			2. PHYSICAL <input type="checkbox"/> YES <input type="checkbox"/> NO <small>Maintains appropriate level of physical fitness and military bearing</small>			3. EMOTIONAL <input type="checkbox"/> YES <input type="checkbox"/> NO <small>Displays self-control; calm under pressure</small>							
b.2. SKILLS (Competence) (Select 2)		1. CONCEPTUAL <input type="checkbox"/> YES <input type="checkbox"/> NO <small>Demonstrates sound judgment, critical/creative thinking, moral reasoning</small>			2. INTERPERSONAL <input type="checkbox"/> YES <input type="checkbox"/> NO <small>Shows skill with people; coaching, teaching, counseling, motivating and empowering</small>			3. TECHNICAL <input type="checkbox"/> YES <input type="checkbox"/> NO <small>Possesses the necessary expertise to accomplish all tasks and functions</small>							
		4. TACTICAL <input type="checkbox"/> YES <input type="checkbox"/> NO <small>Demonstrates proficiency in required professional knowledge, judgment, and warfighting</small>													
b.3. ACTIONS (LEADERSHIP) (Select 3) Major activities leaders perform: influencing, operating, and improving															
INFLUENCING <small>Method of reaching goals while operating / improving</small>		1. COMMUNICATING <input type="checkbox"/> YES <input type="checkbox"/> NO <small>Displays good oral, written, and listening skills for individuals / groups</small>			2. DECISION-MAKING <input type="checkbox"/> YES <input type="checkbox"/> NO <small>Employs sound judgment, logical reasoning and uses resources wisely</small>			3. MOTIVATING <input type="checkbox"/> YES <input type="checkbox"/> NO <small>Inspires, motivates, and guides others toward mission accomplishment</small>							
OPERATING <small>Short-term mission accomplishment</small>		4. PLANNING <input type="checkbox"/> YES <input type="checkbox"/> NO <small>Develops detailed, executable plans that are feasible, acceptable, and suitable</small>			5. EXECUTING <input type="checkbox"/> YES <input type="checkbox"/> NO <small>Shows tactical proficiency, meets mission standards, and takes care of people/resources</small>			6. ASSESSING <input type="checkbox"/> YES <input type="checkbox"/> NO <small>Uses after-action and evaluation tools to facilitate consistent improvement</small>							
IMPROVING <small>Long-term improvement in the Army its people and organizations</small>		7. DEVELOPING <input type="checkbox"/> YES <input type="checkbox"/> NO <small>Invests adequate time and effort to develop individual subordinates as leaders</small>			8. BUILDING <input type="checkbox"/> YES <input type="checkbox"/> NO <small>Spends time and resources improving teams, groups and units; fosters ethical climate</small>			9. LEARNING <input type="checkbox"/> YES <input type="checkbox"/> NO <small>Seeks self-improvement and organizational growth; envisioning, adapting and leading change</small>							
c. APFT:		DATE:		HEIGHT:		WEIGHT:									
d. JUNIOR OFFICER DEVELOPMENT - MANDATORY YES OR NO ENTRY FOR RATERS OF LTs AND WO1s.															
										YES		NO		NA	

+	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			
<input type="checkbox"/>	OUTSTANDING PERFORMANCE, MUST PROMOTE	<input type="checkbox"/>	SATISFACTORY PERFORMANCE, PROMOTE
		<input type="checkbox"/>	UNSATISFACTORY PERFORMANCE, DO NOT PROMOTE
		<input type="checkbox"/>	OTHER <i>(Explain)</i>
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			
<input type="checkbox"/>	BEST QUALIFIED	<input type="checkbox"/>	FULLY QUALIFIED
		<input type="checkbox"/>	DO NOT PROMOTE
		<input type="checkbox"/>	OTHER <i>(Explain below)</i>
		<input type="checkbox"/>	YES
		<input type="checkbox"/>	NO <i>(Explain in c)</i>
b. POTENTIAL COMPARED WITH OFFICERS SENIOR RATED IN SAME GRADE (OVERPRINTED BY DA)		c. COMMENT ON PERFORMANCE/POTENTIAL	
<input type="checkbox"/>	ABOVE CENTER OF MASS <small>(Less than 50% in top box; Center of Mass if 50% or more in top box)</small>		
<input type="checkbox"/>	CENTER OF MASS		
<input type="checkbox"/>	BELOW CENTER OF MASS RETAIN		
<input type="checkbox"/>	BELOW CENTER OF MASS DO NOT RETAIN		
		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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