

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?				e. SIGNATURE OF RATED OFFICER	DATE (YYYYMMDD)	
<input type="checkbox"/> Yes, comments are attached <input type="checkbox"/> No						

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				5. RESPECT: Promotes dignity, consideration, fairness, & EO		
2. INTEGRITY: Possesses high personal moral standards; honest in word and deed				6. SELFLESS-SERVICE: Places Army priorities before self		
3. COURAGE: Manifests physical and moral bravery				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						
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	1. MENTAL	YES NO	2. PHYSICAL	YES NO	3. EMOTIONAL	YES 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	YES NO	2. INTERPERSONAL	YES NO	3. TECHNICAL	YES 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				YES 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	YES NO	2. DECISION-MAKING	YES NO	3. MOTIVATING	YES 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	YES NO	5. EXECUTING	YES NO	6. ASSESSING	YES 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	YES NO	8. BUILDING	YES NO	9. LEARNING	YES 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 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?			
	YES	NO	NA

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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

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

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

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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.