

DEVELOPMENTAL SUPPORT FORM

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

SEE PRIVACY ACT STATEMENT
IN AR 623-3

NAME OF RATED OFFICER (<i>Last, First, MI</i>)	SSN	GRADE	ORGANIZATION
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PART I - INSTRUCTIONS. Use of this form is mandatory for CPTs, Lieutenants, and WO1s; optional for all other ranks.

Initial face-to-face (Part II and III)

- Discuss duty description/major performance objectives from DA Form 67-9-1.
- Discuss Army leader values, attributes and skills as related to future duty performance and professional development (Part II: Leader Character)
- Complete Developmental Action Plan (Part III)- Record at least one developmental task for each leadership action that targets major performance objectives listed on DA Form 67-9-1.
- Upon completion of the initial face-to-face counseling, date and initial Part IV (verification). Obtain senior rater's initials. Rated officer and rater retain file copy for use during later follow-up counselings.

Quarterly Follow-up Counselings (Part V- Reverse)

- Discuss major performance objectives and progress made. Adjust as needed.
- Discuss progress made on developmental tasks; update/modify tasks as needed to continue developmental process.
- Rater summarize key points in appropriate block of Part V.
- Rater and rated officer initial, date, and keep a file copy for use during later counselings.

NOTE: Reference for Army Leadership Doctrine is FM 22-100.

PART II CHARACTER. Disposition of the leader: combination of values, attributes, and skills affecting leader actions. (See FM 22-100)

ARMY VALUES

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| 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 | |

ATTRIBUTES Fundamental qualities and characteristics	MENTAL Possesses desire, will, initiative, and discipline	PHYSICAL Maintains appropriate level of physical fitness and military bearing	EMOTIONAL Displays self-control; calm under pressure
SKILLS (Competence) Skill development is part of self-development; prerequisite to action	CONCEPTUAL Demonstrates sound judgment, critical / creative thinking, moral reasoning	INTERPERSONAL Shows skill with people: coaching, teaching, counseling, motivating and empowering	TECHNICAL Possesses the necessary expertise to accomplish all tasks and functions
	TACTICAL Demonstrates proficiency in required professional knowledge, judgment, and warfighting		

PART III - DEVELOPMENTAL ACTION PLAN. Development tasks that target major performance objectives on the DA Form 67-9-1. (See FM 22-100)

INFLUENCING: Communicating, Decision Making, Motivating

COMMUNICATING. Articulates written and oral ideas/concepts clearly and concisely. Message received equals message sent. Displays effective listening skills.

DECISION MAKING. Reaches sound, logical decisions based on analysis/synthesis of information, and uses sound judgment to allocate resources and select appropriate course(s) of action.

MOTIVATING. Inspires, motivates, and guides others towards mission accomplishment. Sets the example by being in excellent physical / mental condition and consistently displaying proper military bearing.

OPERATING: Planning, Executing, Assessing

PLANNING. Uses critical and creative thinking to develop executable plans that are suitable, acceptable, and feasible.

EXECUTING. Shows tactical and technical proficiency; meets mission standards; takes care of people/resources. Maximizes the use of available systems and technology. Performs well under physical and mental stress.

ASSESSING. Uses after-action and evaluation tools to facilitate consistent improvement.

IMPROVING: Developing, Building, Learning

DEVELOPING. Teaches, trains, coaches and counsels subordinates increasing their knowledge, skills and confidence.

BUILDING. Develops effective, disciplined, cohesive, team built on bonds of mutual trust, respect, and confidence. Fosters ethical climate.

LEARNING. Actively seeks self-improvement (*individual study, professional reading, etc.*), and fosters a learning environment in the unit (*IPRs, AARs, NCOPD, etc.*)

PART IV - VERIFICATION: Rater initials _____ Rated officer initials _____ Date _____ Senior rater initials _____

PART V - DEVELOPMENTAL ASSESSMENT RECORD. Summary of key points made during follow-up counselings. Highlight progress and strengths observed as well as developmental needs across values, attributes, skills and actions.

1st Assessment Key Points

Rated officer initials _____ Rater initials _____ Date _____

2nd Assessment Key Points

Rated officer initials _____ Rater initials _____ Date _____

3rd Assessment Key Points

Rated officer initials _____ Rater initials _____ Date _____