

PART I - ADMINISTRATIVE DATA										
a. NAME (Last, First, Middle Initial)			b. SSN		c. RANK	d. DATE OF RANK		e. BRANCH	f. DESIGNATED / PMOS (WO) SPECIALTIES	
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			
<b>a. ARMY VALUES</b> (Comments mandatory for all "NO" entries. Use PART Vb.)	Yes	No	Yes
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>b. LEADER ATTRIBUTES / SKILLS / ACTIONS:</b> 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>b.1. ATTRIBUTES (Select 1)</b>	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
Fundamental qualities and characteristics	Possesses desire, will, initiative, and discipline	Maintains appropriate level of physical fitness and military bearing	Displays self-control; calm under pressure
<b>b.2 SKILLS (Competence) (Select 2)</b>	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
Skill development is part of self-development; prerequisite to action	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>b.3. ACTIONS (LEADERSHIP) (Select 3) Major activities leaders perform: influencing, operating, and improving</b>			
INFLUENCING	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
Method of reaching goals while operating / improving	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	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
Short-term mission accomplishment	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	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
Long-term improvement in the Army its people and organizations	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?			
<input type="checkbox"/> YES	<input type="checkbox"/> NO	<input type="checkbox"/> 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)

c. COMMENT ON PERFORMANCE/POTENTIAL

**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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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.