

**FIELD GRADE PLATE (O4 - O5; CW3 - CW5) OFFICER EVALUATION REPORT**

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

**See Privacy Act  
Statement in AR 623-3.**

**PART I - ADMINISTRATIVE (Rated Officer)**

a. NAME (Last, First, Middle Initial)	b. SSN (or DOD ID No.)	c. RANK	d. DATE OF RANK (YYYYMMDD)	e. BRANCH	f. COMPONENT (Status Code)
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g. UNIT, ORG., STATION, ZIP CODE OR APO, MAJOR COMMAND

h. UIC

i. REASON FOR SUBMISSION

j. PERIOD COVERED FROM (YYYYMMDD)	k. RATED MONTHS THRU (YYYYMMDD)	l. NON RATED CODES	m. NO. OF ENCLOSURES	n. RATED OFFICER'S EMAIL ADDRESS (.gov or .mil)
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**PART II - AUTHENTICATION (Rated officer's signature verifies officer has seen completed OER Parts I-VI and the administrative data is correct)**

a1. NAME OF RATER (Last, First, Middle Initial)	a2. SSN (or DOD ID No.)	a3. RANK	a4. POSITION
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a5. EMAIL ADDRESS (.gov or .mil)	a6. RATER SIGNATURE	a7. DATE (YYYYMMDD)
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b1. NAME OF INTERMEDIATE RATER (Last, First, Middle Initial)	b2. SSN (or DOD ID No.)	b3. RANK	b4. POSITION
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b5. EMAIL ADDRESS (.gov or .mil)	b6. INTERMEDIATE RATER SIGNATURE	b7. DATE (YYYYMMDD)
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c1. NAME OF SENIOR RATER (Last, First, Middle Initial)	c2. SSN (or DOD ID No.)	c3. RANK	c4. POSITION
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c5. SENIOR RATER'S ORGANIZATION	c6. BRANCH	c7. COMPONENT	c9. EMAIL ADDRESS (.gov or .mil)
			c8. SENIOR RATER PHONE NUMBER

d. This is a referred report, do you wish to make comments? <input type="checkbox"/> Referred <input type="checkbox"/> Yes, comments are attached <input type="checkbox"/> No	e1. RATED OFFICER SIGNATURE	e2. DATE (YYYYMMDD)
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f1. Supplementary Review Required? <input type="checkbox"/> Yes <input type="checkbox"/> No	f2. NAME OF REVIEWER (Last, First, Middle Initial)
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f3. RANK	f4. POSITION	f5. Comments Enclosed
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f6. SUPPLEMENTARY REVIEWER SIGNATURE	f7. DATE (YYYYMMDD)	g. MSAF Date (YYYYMMDD)
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**PART III - DUTY DESCRIPTION**

a. PRINCIPAL DUTY TITLE	b. POSITION AOC/BRANCH
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c. SIGNIFICANT DUTIES AND RESPONSIBILITIES
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**PART IV - PERFORMANCE EVALUATION - PROFESSIONALISM, COMPETENCIES, AND ATTRIBUTES (Rater)**

a. APFT Pass/Fail/Profile: \_\_\_\_\_ Date: \_\_\_\_\_ Height: \_\_\_\_\_ Weight: \_\_\_\_\_ Within Standard? \_\_\_\_\_

Comments required for "Failed" APFT, or "Profile" when it precludes performance of duty, and "No" for Army Weight Standards? 

b. THIS OFFICER POSSESSES SKILLS AND QUALITIES FOR THE FOLLOWING BROADENING ASSIGNMENTS

c. THIS OFFICER POSSESSES SKILLS AND QUALITIES FOR THE FOLLOWING OPERATIONAL ASSIGNMENTS

d1. Character:

(Adherence to Army Values, Empathy, and Warrior Ethos/Service Ethos and Discipline. Fully supports SHARP, EO, and EEO.)

NAME	SSN (or DOD ID No.)	PERIOD COVERED: FROM (YYYYMMDD)	THRU (YYYYMMDD)
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d2. Provide narrative comments which demonstrate performance regarding field grade competencies and attributes in the Rated Officer's current duty position. (i.e. demonstrates excellent presence, confidence and resilience in expected duties and unexpected situation, adjusts to external influence on the mission or taskings and organization, prioritizes limited resources to accomplish mission, proactive in developing others through individual coaching counseling and mentoring, active learner to master organizational level knowledge, critical thinking and visioning skills, anticipates and provides for subordinates on-the-job needs for training and development, effective communicator across echelons and outside the Army chain of command, effective at engaging others, presenting information and recommendations and persuasion, highly proficient at critical thinking, judgment and innovation, proficient in utilizing Army design method and other to solve complex problems, uses all influence techniques to empower others; proactive in gaining trust in negotiations, remains respectful, firm and fair. Fully supports SHARP and creates a positive command/workplace environment.)

COMMENTS:

e. This Officer's overall Performance is Rated as: (Select one box representing Rated Officer's overall performance compared to others of the same grade whom you have rated in your career. Managed at less than 50% in EXCELS.)

I currently rate \_\_\_\_\_ Army Officers in this grade.

A completed DA Form 67-10-1A was received with this report and considered in my evaluation and review:  Yes  No (explain in comments below)

EXCELS (49%)

PROFICIENT

CAPABLE

UNSATISFACTORY

Comments:

#### PART V - INTERMEDIATE RATER

#### PART VI - SENIOR RATER

a. POTENTIAL COMPARED WITH  
OFFICERS SENIOR RATED IN SAME  
GRADE (OVERPRINTED BY DA)

b. I currently senior rate \_\_\_\_\_ Army Officers in this grade.

c. COMMENTS ON POTENTIAL:

MOST QUALIFIED  
(limited to 49%)

HIGHLY QUALIFIED

QUALIFIED

NOT QUALIFIED

d. List 3 future **SUCCESSIVE** assignments for which this Officer is best suited: