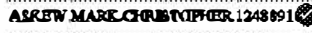




<b>OFFICER EVALUATION REPORT</b> For use of this form, see AR 623-3; the proponent agency is DCS, G-1.						FOR OFFICIAL USE ONLY (FOUO) SEE PRIVACY ACT STATEMENT IN AR 623-3.	
<b>PART I - ADMINISTRATIVE DATA</b>							
a. NAME (Last, First, Middle Initial) LANAHAN, JOHNATHAN		b. SSN 252-73-0229		c. RANK 1LT	d. DATE OF RANK (YYYYMMDD) 20121121	e. BRANCH EN	f. DESIGNATED SPECIALTIES / PMOS (WO) 12A
g. 1. UNIT, ORG., STATION, ZIP CODE OR APO, MAJOR COMMAND HHC, 3BSTB, 3BCT, 1CD, FORT HOOD, TX 76544				g. 2. STATUS CODE FORSCOM		h. REASON FOR SUBMISSION 10 Ext annual	
i. PERIOD COVERED FROM (YYYYMMDD) THRU (YYYYMMDD)		j. RATED MONTHS	k. NONRATED CODES	l. NO. OF ENCL	m. RATED OFFICER'S APO EMAIL ADDRESS (.gov or .mil)		n. UIC
20110514 20130120		12	S,E	0	johnathan.n.lanahan.mil@mail.mil		WJK1 TO
							o. CMD CODE FC
							p. PSB CODE UB53
<b>PART II - AUTHENTICATION</b> (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) ASKEW, MARK C.		SSN 589-94-6917	RANK CPT	POSITION Battalion S-3	SIGNATURE 		DATE (YYYYMMDD) 20130313
b. NAME OF INTERMEDIATE RATER (Last, First, MI)		SSN	RANK	POSITION	SIGNATURE		DATE (YYYYMMDD)
c. NAME OF SENIOR RATER (Last, First, MI) PAYNE, MICHAEL A.		SSN 158-68-2575	RANK LTC	POSITION Battalion Commander	SIGNATURE 		DATE (YYYYMMDD) 20130313
SENIOR RATER'S ORGANIZATION HQ, 3BSTB, 3BCT, 1CD FORT HOOD, TX 76544			BRANCH EN	SENIOR RATER TELEPHONE NUMBER (254)553-5353	E-MAIL ADDRESS (.gov or .mil) michael.a.payne11.mil@mail.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) 20130313
<b>PART III - DUTY DESCRIPTION</b>							
a. PRINCIPAL DUTY TITLE Assistant Operations Officer					b. POSITION AOC/BR 74A		
c. SIGNIFICANT DUTIES AND RESPONSIBILITIES. REFER TO PART IVa, DA FORM 67-9-1. Serves as the Assistant Operations Officer for 3d Brigade Special Troops Battalion, 3d Armored Brigade Combat Team, 1st Cavalry Division. Assists the Operations Officer with planning, preparation, tasking, supervision of training and daily operations for five specialized and unique companies within the Brigade. Responsible for the scheduling of all resources required for the Battalion to execute training including: ranges, training areas, simulation centers, air space as well as forecasting Class V requirements. Other responsibilities included: compiling and publishing situation reports to our Brigade Headquarters. Responsible for the health, welfare, morale, training and safety of two Noncommissioned Officers and two Soldiers. Additional Duties included: Night Battle Captain in the Battalion Tactical Operations Center, Battalion HAZMAT Officer and Battalion Energy Conservation Officer.							
<b>PART IV - PERFORMANCE EVALUATION - PROFESSIONALISM</b> (Rater)							
<b>CHARACTER</b> 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			
1. HONOR: Adherence to the Army's publicly declared code of values				<input checked="" type="checkbox"/> <input type="checkbox"/>			
2. INTEGRITY: Possesses high personal moral standards; honest in word and deed				<input checked="" type="checkbox"/> <input type="checkbox"/>			
3. COURAGE: Manifests physical and moral bravery				<input checked="" type="checkbox"/> <input type="checkbox"/>			
4. LOYALTY: Bears true faith and allegiance to the U.S. Constitution, the Army, the unit, and the soldier				<input checked="" type="checkbox"/> <input type="checkbox"/>			
5. RESPECT: Promotes dignity, consideration, fairness, & EO				<input checked="" type="checkbox"/> <input type="checkbox"/>			
6. SELFLESS-SERVICE: Places Army priorities before self				<input checked="" type="checkbox"/> <input type="checkbox"/>			
7. DUTY: Fulfills professional, legal, and moral obligations				<input checked="" type="checkbox"/> <input type="checkbox"/>			
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		<input checked="" type="checkbox"/> 1. MENTAL Possesses desire, will, initiative, and discipline		<input type="checkbox"/> 2. PHYSICAL Maintains appropriate level of physical fitness and military bearing		<input type="checkbox"/> 3. EMOTIONAL Displays self-control; calm under pressure	
b.2. SKILLS (Competence) (Select 2) Skill development is part of self-development; prerequisite to action		<input checked="" type="checkbox"/> 1. CONCEPTUAL Demonstrates sound judgment, critical/creative thinking, moral reasoning		<input type="checkbox"/> 2. INTERPERSONAL Shows skill with people: coaching, teaching, counseling, motivating and empowering		<input type="checkbox"/> 3. TECHNICAL Possesses the necessary expertise to accomplish all tasks and functions	
		<input checked="" type="checkbox"/> 4. TACTICAL Demonstrates proficiency in required professional knowledge, judgment, and warfighting				<input checked="" type="checkbox"/> <input type="checkbox"/>	
b.3. ACTIONS (LEADERSHIP) (Select 3) Major activities leaders perform: influencing, operating, and improving							
INFLUENCING Method of reaching goals while operating / improving		<input type="checkbox"/> 1. COMMUNICATING Displays good oral, written, and listening skills for individuals / groups		<input checked="" type="checkbox"/> 2. DECISION-MAKING Employs sound judgment, logical reasoning and uses resources wisely		<input type="checkbox"/> 3. MOTIVATING Inspires, motivates, and guides others toward mission accomplishment	
OPERATING Short-term mission accomplishment		<input checked="" type="checkbox"/> 4. PLANNING Develops detailed, executable plans that are feasible, acceptable, and suitable		<input checked="" type="checkbox"/> 5. EXECUTING Shows tactical proficiency, meets mission standards, and takes care of people/resources		<input type="checkbox"/> 6. ASSESSING Uses after-action and evaluation tools to facilitate consistent improvement	
IMPROVING Long-term improvement in the Army its people and organizations		<input type="checkbox"/> 7. DEVELOPING Invests adequate time and effort to develop individual subordinates as leaders		<input type="checkbox"/> 8. BUILDING Spends time and resources improving teams, groups and units; fosters ethical climate		<input type="checkbox"/> 9. LEARNING Seeks self-improvement and organizational growth; envisioning, adapting and leading change	
c. APFT: PASS DATE: 20121023 HEIGHT: 69 WEIGHT: 176 YES							
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 checked="" type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>							

NAME LANAHAN, JOHNATHAN	SSN 252-73-0229	PERIOD COVERED 20110514	20130120
<b>PART V - PERFORMANCE AND POTENTIAL EVALUATION (Rater)</b>			
a. EVALUATE THE RATED OFFICER'S PERFORMANCE DURING THE RATING PERIOD AND HIS/HER POTENTIAL FOR PROMOTION			
<input checked="" type="checkbox"/> <b>OUTSTANDING PERFORMANCE, MUST PROMOTE</b> <input type="checkbox"/> <b>SATISFACTORY PERFORMANCE, PROMOTE</b> <input type="checkbox"/> <b>UNSATISFACTORY PERFORMANCE, DO NOT PROMOTE</b> <input type="checkbox"/> <b>OTHER (Explain)</b>			
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. 1LT Lanahan is an exceptional lieutenant and is ranked second out of the four I rated. Having demonstrated the best overall foresight and planning ability among my lieutenants, I selected Johnathan to coordinate and synchronize the Battalion's training resources. Over the course of twelve months, he successfully planned and resourced over 89 separate training events, including live fire MICLIC shots. As our night Battle Captain, 1LT Lanahan's ability to organize data, multiple training calendars and disparate guidance for our five entirely unique Companies into comprehensible formats enabled the Battalion Commander to see the battlefield and make decisions. 1LT Lanahan's tactical assessments were always sound and were effective in ensuring that the Battalion Commander's intent was always executed within the time frames allotted and without additional resourcing during NTC Rotation 13-03. His ability to give clear, concise and unambiguous orders enabled the Battalion to successfully operate five remote outposts in support of the Brigade's mission command at NTC. Overall, 1LT Lanahan possesses unlimited leadership potential at the Company level and has clear potential for further service to the Army. The rated officer has completed an Army Multi-Source Assessment and Feedback/360 as required by AR 350-1.			
c. COMMENT ON POTENTIAL FOR PROMOTION. Promote to CPT now, clear potential for advancement in the Army.			
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.			
<b>PART VI - INTERMEDIATE RATER</b>			
<b>PART VII - SENIOR RATER</b>			
a. EVALUATE THE RATED OFFICER'S PROMOTION POTENTIAL TO THE NEXT HIGHER GRADE <div style="float: right; text-align: right;">           I currently senior rate <u>22</u> officer(s) in this grade            A completed DA Form 67-9-1 was received with this report and considered in my evaluation and review <input checked="" type="checkbox"/> YES <input type="checkbox"/> NO (Explain in c)         </div> <div style="clear: both;"></div> <input checked="" type="checkbox"/> <b>BEST QUALIFIED</b> <input type="checkbox"/> <b>FULLY QUALIFIED</b> <input type="checkbox"/> <b>DO NOT PROMOTE</b> <input type="checkbox"/> <b>OTHER (Explain below)</b>			
b. POTENTIAL COMPARED WITH OFFICERS SENIOR RATED IN SAME GRADE (OVERPRINTED BY DA) HQDA COMPARISON OF THE SENIOR RATER'S PROFILE AND BOX CHECK AT THE TIME THIS REPORT PROCESSED <div style="border: 1px solid black; padding: 5px; text-align: center; margin: 10px 0;">           CENTER OF MASS         </div> RO: 1LT LANAHAN JOHNATHAN 252730229  SR: LTC PAYNE MICHAEL A 158682575  DATE: 2013 03 13  TOTAL RATINGS: 16  RATINGS THIS OFFICER: 1	c. COMMENT ON PERFORMANCE/POTENTIAL Outstanding performance by a junior officer with no platoon leader time. Rated 4 out of 33 1LTs. 1LT Johnathan (Nick) Lanahan is bright, mature, competent and determined. His analytical and critical thinking skills were integral to the staff's successful planning for all of the individual and collective training (89 events in total) that the Battalion conducted in preparation for NTC DA Rotation 13-03. Nick is the best officer in the Battalion for planning purposes and information organization; no one helped me see and understand the battlefield better. Nick is a one of kind officer whose maturity, acumen and natural ability to visualize and understand complex problem sets will serve the Army well in future assignments as a Company Commander and a future SAMS graduate. Start managing his career closely.		
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. Company XO, Company Commander, SAMS Planner			