

OFFICER EVALUATION REPORT For use of this form, see AR 623-3, the personnel service in DCS, G-1										FOR OFFICIAL USE ONLY (FPOUR) SEE PRIVACY ACT STATEMENT IN AR 623-3										
<b>PART I - ADMINISTRATIVE DATA</b> 1. NAME (Last, first, middle initial) SOTO, ANGELO V. 2. C. UNIT, ORG., STATION, ZIP CODE OR APO, MAJOR COMMAND 1st Bn (TS) FA, 290th Regiment, Camp Atterbury, IN 46124 FORNSCOM 3. PERIOD COVERED: FROM (YYYYMMDD) 20100831 TO (YYYYMMDD) 20110615 4. RATED MONTHS 10 5. RATED OFFICERS AND ENAME ADDRESS angelo.soto@us.army.mil 6. DATE OF RANK (YYYYMMDD) 20091026 7. BRANCH IN 8. REASON FOR SUBMISSION 03 Change of Rater 9. UIC W15901 10. CMC CODE PC 11. PERS CODE 11A																				
<b>PART II - AUTHENTICATION</b> (Rated officer's signature unless officer has been completed OER Parts I-VI and the admin data is correct) 1. NAME OF RATER (Last, first, MI) [Redacted] RANK MAJ POSITION Chief of Plans SIGNATURE [Redacted] DATE (YYYYMMDD) 20110615 2. NAME OF INTERMEDIATE RATER (Last, first, MI) [Redacted] RANK [Redacted] POSITION [Redacted] SIGNATURE [Redacted] DATE (YYYYMMDD) [Redacted] 3. NAME OF SENIOR RATER (Last, first, MI) [Redacted] RANK MAJ POSITION Battalion Commander SIGNATURE [Redacted] DATE (YYYYMMDD) 20110615 SENIOR RATER'S ORGANIZATION 1st Bn (TS) (FA), 290th Regiment, Camp Atterbury, IN 46124 4. SIGNATURE OF RATED OFFICER SOTO, ANGELO VICTOR (20091026) DATE (YYYYMMDD) 20110615																				
<b>PART III - DUTY DESCRIPTION</b> 1. PRINCIPAL DUTY TITLE: Mission Essential List (MEL) Development OIC 2. SIGNIFICANT DUTIES AND RESPONSIBILITIES: REFER TO PART IV, DA FORM 87-9-1 Serves as Plans Team Mission Essential List (MEL) Development OIC assisting in the planning, resourcing, coordination, and execution of Culminating Training Events (CTE) for the Security Partnering (SYP), Kosovo Forces (KFOR), and Multinational Force and Observers (MFO) mission sets at Camp Atterbury Joint Mobilization Training Center (CAJMTC). Responsibilities include communication with deployed units to gather essential planning materials and current Tactics, Techniques, and Procedures (TTPs) for the creation of the Master Scenario Events List (MSEL); supervision of the execution of the MSEL during the CTE; and accountability of the management and training of three MEL Noncommissioned Officers (NCOs). Serves as team OIC in his absence.																				
<b>PART IV - PERFORMANCE EVALUATION - PROFESSIONALISM (Rated)</b> <b>CHARACTER</b> Disposition of the leader: combination of values, attributes, and skills affecting leader actions																				
<b>1. ARMY VALUES</b> (Comments mandatory for all "NO" entries. Use PART Vb.)																				
1. HONOR: Adherence to the Army's publicly declared code of values. Yes No 2. INTEGRITY: Possesses high personal moral standards; honest in word and deed. Yes No 3. COURAGE: Manifests physical and moral bravery. Yes No 4. LOYALTY: Bears true faith and allegiance to the U.S. Constitution, the Army, the unit, and the leader. Yes No 5. RESPECT: Promotes dignity, consideration, fairness, & EO. Yes No 6. SELFLESS SERVICE: Places Army priorities before self. Yes No 7. DUTY: Fulfills professional, legal, and moral obligations. Yes No																				
<b>5. LEADER ATTRIBUTES / SKILLS / ACTIONS:</b> First, mark "YES" or "NO" for each block. Second, choose a letter of six that best describes the rated officer. Select one from ATTRIBUTES, two from SKILLS (Competencies), 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>5.1. ATTRIBUTES (Select 1)</b> <table border="1"> <tr> <td>1. MENTAL: Processes events, info, initiative, and discipline. YES NO</td> <td>2. PHYSICAL: Maintains appropriate level of physical fitness and military bearing. YES NO</td> <td>3. EMOTIONAL: Displays self-control, calm under pressure. YES NO</td> </tr> </table>												1. MENTAL: Processes events, info, initiative, and discipline. YES NO	2. PHYSICAL: Maintains appropriate level of physical fitness and military bearing. YES NO	3. EMOTIONAL: Displays self-control, calm under pressure. YES NO						
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<b>5.2. SKILLS (Competencies) (Select 2)</b> <table border="1"> <tr> <td>1. CONCEPTUAL: Demonstrates sound judgment, critical/creative thinking, moral reasoning. YES NO</td> <td>2. INTERPERSONAL: Shows skill with people: coaching, mentoring, motivating, and empowering. YES NO</td> <td>3. TECHNICAL: Possesses the necessary expertise to accomplish all tasks and functions. YES NO</td> </tr> </table>												1. CONCEPTUAL: Demonstrates sound judgment, critical/creative thinking, moral reasoning. YES NO	2. INTERPERSONAL: Shows skill with people: coaching, mentoring, motivating, and empowering. YES NO	3. TECHNICAL: Possesses the necessary expertise to accomplish all tasks and functions. YES NO						
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<b>5.3. ACTIONS (LEADERSHIP) (Select 3)</b> <table border="1"> <tr> <td>1. COMMUNICATING: Displays good oral, written, and listening skills for individuals / groups. YES NO</td> <td>2. DECISION-MAKING: Employs sound judgment, logical reasoning and uses resources wisely. YES NO</td> <td>3. MOTIVATING: Inspires, motivates, and guides others toward mission accomplishment. YES NO</td> </tr> <tr> <td>4. PLANNING: Develops detailed, executable plans that are feasible, acceptable, and suitable. YES NO</td> <td>5. EXECUTING: Shows tactical proficiency, meets mission demands, and takes care of personnel resources. YES NO</td> <td>4. ASSESSING: Uses after-action and evaluation tools to facilitate consistent improvement. YES NO</td> </tr> <tr> <td>7. DEVELOPING: Invests adequate time and effort to develop individual subordinates as leaders. YES NO</td> <td>6. BUILDING: Spends time and resources improving teams, groups and units; fosters ethical climate. YES NO</td> <td>5. LEARNING: Seeks self-improvement and organizational growth; mentoring, adapting and leading change. YES NO</td> </tr> </table>												1. COMMUNICATING: Displays good oral, written, and listening skills for individuals / groups. YES NO	2. DECISION-MAKING: Employs sound judgment, logical reasoning and uses resources wisely. YES NO	3. MOTIVATING: Inspires, motivates, and guides others toward mission accomplishment. YES NO	4. PLANNING: Develops detailed, executable plans that are feasible, acceptable, and suitable. YES NO	5. EXECUTING: Shows tactical proficiency, meets mission demands, and takes care of personnel resources. YES NO	4. ASSESSING: Uses after-action and evaluation tools to facilitate consistent improvement. YES NO	7. DEVELOPING: Invests adequate time and effort to develop individual subordinates as leaders. YES NO	6. BUILDING: Spends time and resources improving teams, groups and units; fosters ethical climate. YES NO	5. LEARNING: Seeks self-improvement and organizational growth; mentoring, adapting and leading change. YES NO
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<b>6. APP: PASS</b> DATE: 20110509 HEIGHT: 69 WEIGHT: 175 YES																				
<b>7. OFFICER DEVELOPMENT - MANDATORY YES OR NO ENTRY FOR ALL FORMS OF CPYs, LPA, CPYs, AND RPTs.</b> WERE DEVELOPMENTAL TASKS RECORDED ON DA FORM 87-9-1a AND QUARTERLY FOLLOW-UP COUNSELINGS CONDUCTED? YES NO																				

# Guide To Writing Officer Evaluation Reports

**Paul A Kingsbury, Daniel M. Richard**



## **Guide To Writing Officer Evaluation Reports:**

## Adopting the Song of Expression: An Mental Symphony within **Guide To Writing Officer Evaluation Reports**

In some sort of consumed by monitors and the ceaseless chatter of fast connection, the melodic beauty and mental symphony created by the published term often fade in to the back ground, eclipsed by the persistent noise and disturbances that permeate our lives. Nevertheless, situated within the pages of **Guide To Writing Officer Evaluation Reports** a marvelous literary value overflowing with raw feelings, lies an immersive symphony waiting to be embraced. Constructed by a masterful musician of language, this interesting masterpiece conducts visitors on a mental trip, skillfully unraveling the hidden melodies and profound impact resonating within each carefully crafted phrase. Within the depths of the emotional analysis, we will investigate the book is main harmonies, analyze its enthralling writing model, and submit ourselves to the profound resonance that echoes in the depths of readers souls.

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