

army oer support form examples

army oer support form examples are essential resources for Army officers and leaders seeking to maximize their evaluation process and career progression. This comprehensive guide covers everything you need to know about Army Officer Evaluation Report (OER) Support Forms, including their purpose, structure, and best practices for completion. You'll learn how to craft impactful bullet comments, understand the key sections of DA Form 67-10-1, and review sample examples for various duty descriptions and performance objectives. Whether you're a rated officer, senior rater, or simply aiming to improve your OER submissions, this article provides actionable insights, keyword-rich content, and expert guidance. Read on to discover detailed examples, tips for writing effective support forms, and answers to frequently asked questions, ensuring you're fully prepared for your next Army OER cycle.

- Understanding the Army OER Support Form
- Key Sections of the DA Form 67-10-1
- Writing Effective Bullet Comments
- Army OER Support Form Examples by Duty Position
- Best Practices and Common Mistakes
- Frequently Asked Questions

Understanding the Army OER Support Form

The Army OER Support Form, commonly referred to as DA Form 67-10-1A, is a critical document used to facilitate communication between rated officers and their raters in the evaluation process. Its primary purpose is to outline performance objectives, responsibilities, and expectations for the rating period. By providing a structured format, the support form ensures that officers and their leaders are aligned on goals, competencies, and professional development. Accurate and well-crafted support forms can directly impact an officer's career trajectory, making it essential to understand how to complete them correctly. This section explores the role of the support form in the Officer Evaluation Report process, its impact on advancement, and why reviewing army oer support form examples is beneficial for achieving excellence in Army leadership.

Key Sections of the DA Form 67-10-1

The DA Form 67-10-1, the standard OER support form, consists of several key sections that must be completed thoroughly. Each section serves a specific purpose in capturing the rated officer's duties, objectives, and achievements throughout the evaluation period.

Understanding these sections helps ensure that the support form is comprehensive, accurate, and reflective of the officer's contributions.

Administrative Data

This section includes basic information such as the officer's name, rank, unit, and rating period. Accuracy here is crucial for tracking and record-keeping purposes.

Duty Description

The duty description outlines the officer's assigned role and key responsibilities. It should be concise yet descriptive, clearly stating what the officer is expected to accomplish during the rating period.

Performance Objectives

Performance objectives detail specific, measurable goals that the officer aims to achieve. These objectives are agreed upon by both the rated officer and the rater at the beginning of the evaluation cycle. Well-written objectives are essential for assessing progress and performance.

Major Performance Objectives and Competencies

This section expands on the officer's core competencies, such as leadership, communication, technical expertise, and mission accomplishment. It should align with Army leadership attributes and demonstrate how the officer contributes to unit success.

Senior Rater Comments

Senior raters provide additional feedback and recommendations for future assignments or professional development. Their comments often influence promotion and selection boards, making this section especially important.

- Administrative Data
- Duty Description
- Performance Objectives
- Major Performance Objectives and Competencies
- Senior Rater Comments

Writing Effective Bullet Comments for OER Support Forms

Bullet comments are a core component of the Army OER Support Form. They offer a concise way to document achievements, leadership qualities, and impact within the rating period. Well-crafted bullet comments can greatly enhance an officer's evaluation, providing clear evidence of performance and potential. Reviewing army oer support form examples is invaluable for mastering this skill, as it helps officers understand how to articulate their accomplishments in a manner consistent with Army standards.

Characteristics of Strong Bullet Comments

Effective bullet comments share several characteristics:

- **Specific:** Clearly identify what was accomplished or contributed.
- **Measurable:** Include quantitative data or results when possible.
- **Action-Oriented:** Focus on actions taken and their direct impact.
- **Aligned with Army Values:** Reflect leadership, integrity, and mission focus.

Sample Bullet Comments

Here are some army oer support form examples of strong bullet comments:

- Led a platoon of 35 Soldiers in achieving a 100% pass rate on annual weapons qualification.
- Developed and implemented a new logistics plan resulting in a 25% reduction in supply turnaround time.
- Mentored three junior officers, two of whom were selected for promotion ahead of peers.
- Coordinated battalion-wide training, improving mission readiness scores from 85% to 98%.

Army OER Support Form Examples by Duty Position

Army OER Support Forms vary depending on the officer's duty position and level of

responsibility. Reviewing position-specific examples helps officers tailor their forms to accurately reflect their roles and achievements. Below are sample examples for common Army leadership positions.

Platoon Leader Example

Duty Description: Leads a platoon of 40 Soldiers, responsible for training, discipline, and mission accomplishment.

- Performance Objective: Achieve 95% mission readiness by the end of the rating period.
- Bullet Comment: Implemented weekly tactical training, increasing collective task proficiency by 20%.

Company Commander Example

Duty Description: Commands a company of 120 Soldiers, oversees operations, administration, and morale.

- Performance Objective: Maintain operational excellence and achieve above-average scores in all inspections.
- Bullet Comment: Led company to earn “Best Company” distinction during brigade evaluation.

Staff Officer Example

Duty Description: Serves as operations officer, managing training schedules, logistics, and coordination between units.

- Performance Objective: Streamline training schedule to reduce conflicts and maximize participation.
- Bullet Comment: Integrated digital planning tools, reducing scheduling errors by 35%.

Executive Officer Example

Duty Description: Second-in-command of a battalion, manages daily operations and supports commander’s intent.

- Performance Objective: Improve battalion efficiency through process improvement initiatives.
- Bullet Comment: Led Lean Six Sigma project, reducing administrative workload by 15%.

Best Practices and Common Mistakes

Completing the Army OER Support Form requires attention to detail and adherence to Army standards. Applying best practices and avoiding common mistakes will help ensure high-quality submissions that accurately reflect an officer's performance.

Best Practices

- Collaborate with your rater early and establish clear objectives.
- Use action verbs and quantifiable results in bullet comments.
- Align objectives with unit mission and Army core values.
- Regularly update the support form throughout the rating period.
- Review army oer support form examples to refine your writing and formatting.

Common Mistakes

- Providing vague or generic objectives.
- Failing to update the form as duties and goals evolve.
- Overlooking measurable results or impact.
- Neglecting to seek feedback from raters and senior raters.
- Ignoring Army formatting and documentation standards.

Frequently Asked Questions

This section addresses common questions about army oer support form examples, offering

clear and concise answers to assist officers and leaders in the evaluation process.

Q: What is the purpose of the Army OER Support Form?

A: The Army OER Support Form is designed to facilitate communication between rated officers and their raters, establish clear performance objectives, and ensure alignment on expectations throughout the evaluation period.

Q: How do bullet comments improve an OER support form?

A: Bullet comments succinctly document achievements and impact, making it easier for raters and boards to assess performance. Strong bullet comments provide specific, measurable examples of leadership and mission accomplishment.

Q: What should be included in the duty description section?

A: The duty description should detail the officer's assigned role, primary responsibilities, and areas of oversight during the rating period, reflecting actual duties performed.

Q: How often should the support form be updated?

A: The support form should be updated regularly, ideally at the beginning, midpoint, and end of the rating period, to capture evolving duties and achievements.

Q: What are some examples of measurable performance objectives?

A: Examples include achieving a specific mission readiness percentage, reducing supply turnaround time by a defined amount, or increasing training proficiency scores.

Q: How can officers ensure their support form aligns with Army standards?

A: Officers should reference Army regulations, consult with their raters, and review sample army oer support form examples to ensure compliance with formatting and content requirements.

Q: What are common mistakes to avoid when

completing an OER support form?

A: Common mistakes include vague objectives, lack of measurable results, failure to update the form, and not seeking feedback from raters.

Q: Can senior rater comments influence future assignments?

A: Yes, senior rater comments often play a significant role in promotion and assignment decisions, as they reflect the officer's potential and readiness for greater responsibility.

Q: Are there resources available to help write better OER support forms?

A: Yes, there are numerous guides, sample army oer support form examples, and Army regulations available to assist officers in crafting effective support forms.

Q: Why is it important to review examples before completing an OER support form?

A: Reviewing examples helps officers understand how to structure their support forms, articulate achievements, and meet Army standards for evaluation and documentation.

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Army OER Support Form Examples: A Guide to Crafting Effective Support

Navigating the Army Officer Evaluation Report (OER) process can feel daunting. A strong OER is crucial for career progression, and a key element of a successful OER is robust support. This comprehensive guide provides you with practical examples of Army OER support forms, offering insights into what makes them effective and how to create your own compelling support documents. We'll explore various scenarios and provide actionable advice, ensuring you're well-equipped to build a strong case for your performance.

Understanding the Importance of OER Support Forms

Before diving into examples, let's clarify why OER support is so crucial. The rater's assessment, while vital, forms only one piece of the puzzle. Your support form provides additional context and evidence to substantiate your claims, adding weight to your self-assessment and showcasing accomplishments that might otherwise be overlooked. A well-crafted support form helps present a holistic picture of your performance and potential.

Key Elements of a Strong Army OER Support Form

An effective OER support form isn't just a list of accomplishments; it's a strategically crafted narrative that showcases your contributions and impact. Several key elements contribute to a strong support form:

Specificity: Avoid vague statements. Quantify your achievements whenever possible. Instead of saying "Improved team morale," write "Improved team morale by 20% as measured by the anonymous team satisfaction survey, resulting in a 15% increase in project completion efficiency."

Impact: Focus on the impact of your actions. How did your contributions benefit the unit, organization, or mission? Connect your actions to tangible outcomes.

Relevance: Only include information directly relevant to the rating period and the performance dimensions outlined in the OER. Avoid irrelevant details that dilute the impact of your key achievements.

Conciseness: Be clear and concise. Use bullet points, strong verbs, and avoid jargon. Keep the language professional and avoid self-promotion.

Evidence: Support your claims with concrete examples, data, and quantifiable results. This could include project reports, performance reviews, commendations, or testimonials.

Army OER Support Form Examples: Different Scenarios

Let's examine a few scenarios and how to craft effective support for each:

Scenario 1: Exceptional Leadership in a Challenging Environment:

Instead of: "Led the team effectively."

Stronger Support: "Led a team of 15 soldiers through a complex deployment to a high-threat environment. Successfully navigated unforeseen logistical challenges, resulting in the timely completion of all assigned missions despite resource constraints. Maintained 100% mission

readiness throughout the deployment, exceeding expectations set by higher command. This was acknowledged by the Battalion Commander in a written commendation (attached)."

Scenario 2: Significant Contribution to a Specific Project:

Instead of: "Contributed to project success."

Stronger Support: "Played a critical role in the successful implementation of Project Phoenix, a \$2 million initiative designed to upgrade the unit's communication systems. Successfully managed a budget of \$500,000, delivering the project on time and under budget. This resulted in a 30% improvement in communication efficiency, as documented in the post-implementation report (attached)."

Scenario 3: Mentoring and Developing Junior Personnel:

Instead of: "Mentored junior soldiers."

Stronger Support: "Mentored three junior officers, providing guidance on professional development, leadership techniques, and operational planning. Two of these officers received superior performance evaluations in the subsequent rating period, directly attributable to the mentorship provided. This is evidenced by their respective OERs (available upon request)."

Crafting Your Own Effective OER Support Form

Remember to tailor your support form to your specific accomplishments and the rating period. Use the examples above as templates, but be sure to replace the information with your own achievements and evidence. Always maintain a professional tone, focusing on the impact of your work rather than self-praise.

Conclusion

A strong OER is essential for career progression in the Army. Utilizing effective OER support forms is key to showcasing your accomplishments and potential fully. By following the guidelines and examples provided in this guide, you can create compelling support documents that will enhance your OER and contribute to your success. Remember, specificity, impact, and evidence are your strongest allies in building a powerful narrative that reflects your contributions and merits.

FAQs

1. Can I use personal anecdotes in my OER support form? While personal anecdotes can add context, prioritize quantifiable results and documented achievements.
2. How long should my OER support form be? Aim for brevity and clarity. A concise, impactful document is more effective than a lengthy, rambling one.
3. Who should I ask for support in writing my OER support form? Consult with your rater, senior leaders, or mentors for feedback and guidance.
4. What if I don't have quantifiable data for all my accomplishments? Focus on qualitative achievements, providing clear descriptions of your impact and the positive outcomes of your actions.
5. What format should my OER support form be in? Use a clear and professional format, utilizing bullet points and concise language. Ensure it's easily readable and organized.

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Leadership, especially military leadership, has many purposes to build effective organizations, to successfully complete often dangerous tasks in a risk environment, and to mold teams that operate like successful athletic teams. Today's military leaders at the unit level can learn much from their predecessors in what works and what doesn't. Author John Chapman is a superb observer and chronicler of leadership events over many years, and now shares his observations and the lessons that are learned from this most practical military art. Emphasis is placed on practical applications of leadership, coupled with real-life vignettes add the real spark to the leadership lessons learned and relearned by each generation of America's warriors.

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meals and host nation meals from Headquarters, Department of the Army to the Army commands; and authorizes the use of the Government purchase card for subsistence purchases when in the best interest of the Government. This regulation allows prime vendors as the source of garrison supply and pricing and provides garrison menu standards in accordance with The Surgeon General's nutrition standards for feeding military personnel. Also, included is guidance for the implementation of the U.S. Department of Agriculture Food Recovery Program.

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