

# army oer support form example

**army oer support form example** is a critical resource for Army officers aiming to excel in their careers and ensure accurate, comprehensive performance evaluations. This article provides an in-depth guide to understanding the Army Officer Evaluation Report (OER) Support Form, offering clear explanations, practical examples, and best practices for completing each section. Whether you are a newly commissioned officer, a seasoned leader, or a rater seeking to support your subordinates, this article will walk you through the essential elements, tips for effective content, common mistakes to avoid, and real-world examples. By mastering the OER support form, you can contribute to a transparent, goal-oriented evaluation process that benefits both individual officers and the Army as a whole.

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## Understanding the Army OER Support Form

The Army OER Support Form, officially known as DA Form 67-10-1A, is an essential document used in the Army's Officer Evaluation Reporting System. It serves as both a planning and communication tool between the rated officer and their rater, ensuring alignment on expectations, goals, and areas of focus for the rating period. The form is designed to facilitate meaningful dialogue, promote professional development, and set the foundation for the final OER.

By capturing specific objectives, duties, and competencies, the OER support form provides clarity for both the rated officer and the rating chain. Its proper completion is vital for accurate, fair, and constructive evaluations, which directly impact promotions, assignments, and career progression.

# **Importance of the OER Support Form in Officer Development**

The OER support form goes beyond a simple administrative requirement; it is a cornerstone of the Army's approach to leader development. Through detailed discussions and documented objectives, the form encourages officers to think strategically about their roles, set measurable goals, and pursue personal growth. Supervisors use the form to provide feedback, recognize achievements, and identify areas for improvement.

A well-prepared support form ensures expectations are clear from the outset, reduces ambiguity, and fosters a culture of accountability. It helps officers develop critical leadership competencies, enhances communication between leaders and subordinates, and supports the Army's mission of building adaptive, effective leaders.

## **Key Sections of the OER Support Form**

The OER support form is divided into several structured sections. Understanding each section is crucial for accurate and meaningful completion.

### **Administrative Data**

This section includes basic information such as the rated officer's name, rank, unit, and rating period. It ensures the form is correctly attributed and provides context for the evaluation.

### **Duties and Responsibilities**

Here, officers and raters outline the specific duties, assigned tasks, and areas of responsibility. This section should be detailed and tailored to the officer's role, capturing both routine and unique aspects of the assignment.

### **Performance Objectives**

Performance objectives are clear, measurable goals aligned with the Army's leadership requirements. They address expected outcomes in mission accomplishment, teamwork, resource management, and other key areas.

# Leader Attributes and Competencies

This section focuses on the Army Leadership Requirements Model, including attributes (character, presence, intellect) and competencies (leads, develops, achieves). Officers should provide examples of how they will demonstrate and develop these traits.

## Senior Rater Comments

Senior raters have an opportunity to provide input, guidance, and expectations. Their comments can influence the focus of the rating period and highlight command priorities.

## Army OER Support Form Example: Step-by-Step Guide

Creating an effective army oer support form example requires careful attention to detail and a thorough understanding of each section. The following step-by-step guide outlines the process:

1.

### **Complete Administrative Data:**

Enter accurate personal and assignment information to set the foundation for the evaluation.

2.

### **Define Duties and Responsibilities:**

List all principal duties, special projects, and leadership roles. Be specific and align with the officer's position description.

3.

### **Set Performance Objectives:**

Develop 3-5 clear objectives that are SMART (Specific, Measurable, Achievable, Relevant, Time-bound). Objectives should reflect mission-essential tasks and leadership expectations.

4.

### **Address Attributes and Competencies:**

Identify how the officer will demonstrate Army values, lead teams, develop subordinates, and achieve results. Use concise statements with

actionable language.

5.

**Review and Update with Rater:**

Schedule regular counseling sessions to review progress, adjust objectives as needed, and provide constructive feedback.

6.

**Document Senior Rater Input:**

Incorporate guidance from the senior rater to ensure alignment with command goals and priorities.

## **Tips for Writing Effective OER Support Forms**

Writing a strong OER support form requires clear communication, attention to detail, and an understanding of Army evaluation standards. The following tips can help officers and raters maximize the effectiveness of the form:

- Use concise, action-oriented language that directly addresses duties and objectives.
- Ensure objectives are specific and measurable, avoiding vague statements.
- Align performance goals with unit mission, Army values, and leadership competencies.
- Include both short-term and long-term development goals.
- Regularly revisit and update the support form throughout the rating period.
- Solicit feedback from subordinates, peers, and supervisors to provide a well-rounded perspective.
- Document significant achievements, challenges overcome, and lessons learned.

# Common Mistakes and How to Avoid Them

Errors in completing the army oer support form example can undermine the evaluation process and negatively affect career progression. Below are common mistakes and strategies to prevent them:

- **Vagueness:** Avoid using generic or unclear language. Be specific about duties, objectives, and outcomes.
- **Inconsistency:** Ensure information in the support form matches the final OER and remains consistent across sections.
- **Lack of Measurable Goals:** Set objectives that can be tracked and evaluated objectively.
- **Failure to Update:** Regularly update the form during counseling sessions to reflect changes in duties or goals.
- **Neglecting Development:** Include professional development goals, not just mission tasks.
- **Ignoring Feedback:** Actively seek and incorporate feedback from raters and senior raters.

## Sample Army OER Support Form Content

To illustrate a practical army oer support form example, the following sample entries demonstrate effective approaches for each major section:

### Sample Duties and Responsibilities

“Serves as Platoon Leader for an infantry platoon responsible for the training, welfare, and readiness of 36 Soldiers. Manages maintenance and accountability of equipment valued at over \$10 million. Leads platoon in executing tactical operations and ensures compliance with safety and regulatory standards.”

### Sample Performance Objectives

- Achieve a minimum of 95% platoon qualification rate during annual weapons training.

- Implement a new physical fitness program resulting in a 10% improvement in APFT scores by end of quarter.
- Mentor and develop two subordinate team leaders for promotion to Sergeant within the rating period.
- Ensure 100% accountability of all assigned equipment through monthly inventories and corrective actions.

## **Sample Attributes and Competencies**

- Demonstrate Army Values by maintaining the highest standards of integrity and ethical behavior.
- Lead by example, fostering a climate of trust and respect within the platoon.
- Develop subordinates through regular counseling, coaching, and constructive feedback.
- Achieve results by prioritizing mission-essential tasks and effectively managing resources.

## **Frequently Asked Questions**

The OER support form process can raise many questions for officers and raters. The following section addresses common concerns and clarifies key points related to the army oer support form example.

### **Q: What is the Army OER support form used for?**

A: The OER support form is used to document objectives, duties, and development plans for Army officers, serving as a guide for counseling sessions and forming the basis for the final Officer Evaluation Report.

### **Q: Who is responsible for completing the OER support form?**

A: Both the rated officer and the rater share responsibility for completing the form. The rated officer drafts initial content, and the rater reviews, edits, and finalizes it during counseling sessions.

**Q: How often should the OER support form be updated?**

A: The form should be updated at least quarterly, or whenever there are significant changes in duties, objectives, or performance. Regular updates ensure accuracy and relevance.

**Q: What are some key elements of a strong OER support form?**

A: Key elements include specific and measurable objectives, detailed duty descriptions, alignment with Army values, professional development goals, and clear leadership competencies.

**Q: Can the OER support form affect promotion decisions?**

A: Yes, the OER support form directly influences the content of the final OER, which is a critical factor in promotion, assignment, and career development decisions.

**Q: What is the best way to write effective performance objectives?**

A: Use the SMART criteria—objectives should be Specific, Measurable, Achievable, Relevant, and Time-bound. Tailor them to the officer's role and unit mission.

**Q: How does the OER support form support leader development?**

A: The form promotes self-assessment, feedback, and goal-setting, which are essential for developing leadership skills and achieving career milestones.

**Q: Are there templates available for the OER support form?**

A: Official templates can be found through Army personnel offices or the Army Publishing Directorate. However, content should always be customized to the individual officer and assignment.

**Q: What are common errors to avoid on the OER**

## **support form?**

A: Avoid vague language, failing to update the form, inconsistent information, and neglecting to set measurable goals or development objectives.

## **Q: How do senior raters contribute to the OER support form?**

A: Senior raters provide additional guidance, clarify command priorities, and may offer comments that shape the officer's focus and development during the rating period.

## **[Army Oer Support Form Example](#)**

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## **Army OER Support Form Example: A Comprehensive Guide**

Navigating the complexities of the Army Officer Evaluation Report (OER) system can be daunting. A crucial element often overlooked is the support form - a document that significantly impacts your overall evaluation. This comprehensive guide provides a detailed look at an Army OER support form example, explaining its purpose, key components, and how to effectively leverage it to showcase your accomplishments and potential. We'll break down the structure, provide practical tips, and answer common questions to help you confidently navigate this critical aspect of your career.

## **Understanding the Army OER Support Form**

The Army OER support form isn't a standalone document; it's a vital supplement to your OER. It serves as a repository for concrete evidence supporting the claims made in your OER. While your rater provides an overall assessment, the support form allows you to substantiate those claims with specific examples, quantifiable results, and impactful contributions. Think of it as your opportunity to tell your story with demonstrable proof.

# The Purpose of the Support Form

The primary purpose is to provide your rater with the specific information needed to accurately and fairly evaluate your performance. This isn't about self-promotion; it's about providing the necessary evidence to support your rater's assessment, ensuring a complete and well-rounded picture of your contributions. A well-crafted support form helps your rater avoid relying solely on memory and ensures a fair and accurate reflection of your performance.

## Key Components of a Successful Support Form

A strong support form isn't just a list of accomplishments; it's a strategically organized collection of evidence. Here are the key elements:

### #### 1. Clear and Concise Language:

Avoid jargon and ambiguity. Use precise language and quantifiable results whenever possible. Instead of saying "Improved team performance," say "Improved team performance by 15% as measured by decreased project completion time."

### #### 2. Specific Examples and Accomplishments:

Each accomplishment should be supported by concrete examples. Describe the situation, your actions, and the positive outcomes. Use the STAR method (Situation, Task, Action, Result) for structuring your examples.

### #### 3. Quantifiable Results:

Whenever possible, quantify your achievements. Numbers and data provide compelling evidence of your impact. Did you save the unit money? Reduce errors? Increase efficiency? Quantify these achievements.

### #### 4. Relevance to the OER Rating Scale:

Align your examples with the specific rating criteria outlined in the OER instructions. Show how your accomplishments directly address those criteria.

### #### 5. Organized and Easy to Read:

Use clear headings, bullet points, and concise paragraphs. Make it easy for your rater to quickly grasp your key contributions.

# Army OER Support Form Example: A Practical Illustration

Let's imagine a Lieutenant (LT) applying for promotion. Here's a hypothetical example focusing on leadership:

**Accomplishment:** Successfully mentored junior soldiers, leading to improved performance and reduced attrition.

**Support Form Entry:**

**Situation:** Inherited a platoon with low morale and high attrition rates. Several junior soldiers lacked confidence and were struggling to meet performance standards.

**Task:** Implement a comprehensive mentorship program focused on building confidence, providing technical expertise, and fostering a positive team environment.

**Action:** Developed and implemented a weekly mentorship program, providing individual coaching, group training sessions, and peer-to-peer learning opportunities. Actively sought feedback and adjusted the program based on soldier needs.

**Result:** Platoon morale significantly improved, as evidenced by increased soldier engagement and positive feedback. Attrition rates decreased by 20% within six months, exceeding unit goals.

This example shows a clear structure, quantifiable results, and direct relevance to leadership qualities. Repeat this format for each accomplishment you wish to highlight.

## Tips for Optimizing Your Army OER Support Form

**Start Early:** Begin compiling supporting documentation throughout your rating period.

**Collaborate with your Rater:** Discuss your accomplishments and ensure they align with your rater's observations.

**Proofread Carefully:** Errors undermine your credibility. Have someone else review your form before submission.

**Focus on Impact:** Highlight the positive impact your actions had on the unit or organization.

**Be Honest and Accurate:** Inflated claims will damage your credibility.

# Conclusion

The Army OER support form is a powerful tool for showcasing your contributions and maximizing your potential for promotion and advancement. By utilizing the strategies and examples outlined in this guide, you can create a compelling and effective support form that significantly enhances your OER. Remember, this isn't about boasting; it's about providing the evidence your rater needs to accurately assess your performance.

## FAQs

1. Can I submit supporting documents along with my support form? Yes, you can and should. Attach any relevant documents, such as awards, certificates, or performance reports, to provide further evidence of your accomplishments.
2. What happens if my rater disagrees with the information in my support form? Open communication is key. Discuss any discrepancies with your rater to ensure a fair and accurate evaluation.
3. Is there a specific format I must follow for my support form? While there's no strict prescribed format, use clear headings, bullet points, and concise language to make it easy to read.
4. How many accomplishments should I include in my support form? Focus on quality over quantity. Highlight your most significant and impactful achievements, rather than listing every minor accomplishment.
5. Can I use this support form example as a template? Absolutely! Use this example as a guide to structure your own support form, adapting it to your specific accomplishments and experiences. Remember to personalize it to reflect your unique contributions.

**army oer support form example: Army Officer's Guide** Keith E. Bonn, 2005-04-07 To celebrate the 75th in-print anniversary of the Army Officer's Guide, Stackpole Books is offering a deluxe bound, hard cover limited printing of its famous Army Officer's Guide, now in its 50th Edition. Included are a history of this venerable book and excerpts from the 1930 first edition of the Guide and the influence it has had on the United States Army officer corps in World War II, the Korean War, the Vietnam War, and today's conflicts.

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**army oer support form example:** *Leader Development in Army Units* Peter Schirmer, 2008

Developing leaders is critical for the Army; given the amount of time officers spend in units, that experience should be important to their development. Yet few studies indicate whether Army units even have leader development programs, and, if they do, what the programs consist of and how well they are executed. To gain insight into these issues, Arroyo Center researchers met with over 450 officers (lieutenants through colonels) to discuss leader development within Army units. The discussions revealed that no set of activities exists that could be characterized as a standard unit-level leader development program. Instead, leader development tends to be informal, personality-driven, and dependent on the abilities, experience, and inclinations of the unit commander. The researchers do not recommend that the Army impose more formal programs or requirements on commanders, but instead that the Army's school system demonstrate the proper way to do counseling; introduce Army leaders to an array of leader development tools that could be adapted to a unit's needs in different situations; and, most importantly, foster the expectation that leader development will take place, according to Army standards, in operational units. The authors note that the Center for Army Leadership can support these efforts by fostering the sharing of leader development tools and ideas, possibly online, and exercising continuing quality control over the ideas being shared, based at least in part on user feedback. -- publisher's website.

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**army oer support form example:** *Leader Development in Army Units* Peter Schirmer, James C. Crowley, Nancy E. Blacker, Richard R. Jr. Brennan, Henry A. Leonard, 2008-03-05 Summarizes discussions with over 450 Army officers (lieutenants through colonels) about leader development in Army units. These discussions revealed that the type and extent of leader development activities vary greatly across units, but that they are generally informal and most heavily influenced by the unit commander. The authors conclude with suggestions on how the Army school system can improve leader development.

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**army oer support form example: *Army Leadership and the Profession (ADP 6-22)***

Headquarters Department of the Army, 2019-10-09 ADP 6-22 describes enduring concepts of leadership through the core competencies and attributes required of leaders of all cohorts and all organizations, regardless of mission or setting. These principles reflect decades of experience and validated scientific knowledge. An ideal Army leader serves as a role model through strong intellect, physical presence, professional competence, and moral character. An Army leader is able and willing to act decisively, within superior leaders' intent and purpose, and in the organization's best interests. Army leaders recognize that organizations, built on mutual trust and confidence, accomplish missions. Every member of the Army, military or civilian, is part of a team and functions in the role of leader and subordinate. Being a good subordinate is part of being an effective leader. Leaders do not just lead subordinates--they also lead other leaders. Leaders are not limited to just those designated by position, rank, or authority.

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**army oer support form example: The Evaluator** Mark Gerecht, 2000-03-01 The Evaluator is perhaps the most comprehensive guide on the market for preparing Army Enlisted Evaluation Reports (NCOER's). It contains everything you need to prepare fair, accurate and just reports. Subject areas include: Relief for Cause Reports, Appeals, Commander's Inquiry, Frequently Asked Questions concerning the NCOER. How to properly fill out the 2166-8 and 2166.8-1. How to conduct a complete counseling session and provides the soldier with extensive checklist from preparing counseling sessions to appeals. It contains over 1000 bullet comments relating to excellence, success, needs improvement, and senior rater bullets of potential and performance. All comments are broken in the Major areas of Competence, Physical Fitness, Leadership, Training and Accountability/Responsibility. These bullets are further broken into 15 sub categories to help raters find examples quickly. In addition needs improvement comments are provided for each area on the NCOER. This book is updated with the latest information as of December, 2001. You won't find any canned bullets in this book. This book and its examples are hard hitting and straight to the point.

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