

<b>COMMANDER'S EVALUATION REPORT</b> (AR 611-205)				See instructions on reverse.		TCO SYMBOL		ROSTER NUMBER							
PERFORMANCE TEST SCORES OR LANGUAGE RATING SCALES (If applicable)								UNIT CODE							
TEST	SCORE	TEST	SCORE	TEST	SCORE	TEST	SCORE								
FOR USE OF TCO AND EEC															
<b>SECTION I (To Be Accomplished By Personnel Officer)</b>															
1. GRADE, LAST NAME, FIRST NAME, MIDDLE INITIAL, SERVICE NUMBER, ORGANIZATION, AND ORGANIZATION ADDRESS  SP/5 MEDLEY, PARKER E. US53408162 121st Aslt Hel Co (UH-1) APO 96296					2. PAY GRADE SP/5 E-5		3. DATE OF RANK 2 Jun 67		4. PRD						
					5. INDIVIDUAL'S MOS				DATE DESIGNATED						
					PRIMARY		67N20								
					SECONDARY										
					ADDITIONAL										
DUTY		67N2F													
6. MAJOR COMMAND				7. MOS ANNOUNCED FOR TESTING			8. LANGUAGE CODE (If applicable)								
9. STATUS <input type="checkbox"/> RA <input type="checkbox"/> ARNG (on active duty) <input type="checkbox"/> ARNG (not on active duty) <input checked="" type="checkbox"/> AUS <input type="checkbox"/> USAR (on active duty) <input type="checkbox"/> USAR (not on active duty)															
<b>SECTION II (To be accomplished by the Rater and Indorser)</b>				10. RECORD YOUR RESPONSES TO THE RATING FACTORS SET FORTH HEREON FOR THE INDIVIDUAL NAMED ABOVE. DATE AND SIGN IN THE SPACE PROVIDED.											
RATER					INDORSER										
RATING FACTOR					RATING FACTOR <input type="checkbox"/> MARK THIS BLOCK IF YOU DO NOT KNOW THE INDIVIDUAL BEING RATED AND CANNOT COMPLETE THE INDORSEMENT.										
1	A	B	C	D	<input checked="" type="checkbox"/>	1	A	B	C	D	<input checked="" type="checkbox"/>				
2	A	B	C	D	E	<input checked="" type="checkbox"/>	2	A	B	C	D	E	<input checked="" type="checkbox"/>	F	G
3	A	B	C	D	<input checked="" type="checkbox"/>	F	3	A	B	C	D	E	<input checked="" type="checkbox"/>		
4	A	B	C	D	<input checked="" type="checkbox"/>		4	A	B	C	D	<input checked="" type="checkbox"/>			
5	A	B	C	D	E	<input checked="" type="checkbox"/>	G	5	A	B	C	D	E	<input checked="" type="checkbox"/>	G
6	A	B	C	D	<input checked="" type="checkbox"/>		6	A	B	C	D	<input checked="" type="checkbox"/>			
7	A	B	C	D	<input checked="" type="checkbox"/>		7	A	B	C	D	<input checked="" type="checkbox"/>			
8	A	B	C	D	E	<input checked="" type="checkbox"/>		8	A	B	C	D	E	<input checked="" type="checkbox"/>	
9	A	B	C	D	<input checked="" type="checkbox"/>	F		9	A	B	C	D	<input checked="" type="checkbox"/>	F	
10	A	B	C	D	E	<input checked="" type="checkbox"/>	G	10	A	B	C	D	E	<input checked="" type="checkbox"/>	G
11	A	B	C	D	<input checked="" type="checkbox"/>			11	A	B	C	D	<input checked="" type="checkbox"/>		
12	A	B	C	D	<input checked="" type="checkbox"/>	F		12	A	B	C	D	E	<input checked="" type="checkbox"/>	
11. HOW MANY MONTHS HAS THIS ENLISTED PERSON BEEN UNDER YOUR COMMAND AND/OR SUPERVISION?					RATER 5 Months			INDORSER 5 MONTHS							
DATE 6 Jul 67		TYPED NAME, GRADE, BRANCH OF SVC OR MOS OF RATER RANDY C. NEES SGT E-5 67N20					SIGNATURE Randy C. Nees								
DATE 6 Jul 67		TYPED NAME, GRADE, BRANCH OF SVC OR MOS OF INDORSER LELAND HUBER CPT 1981					SIGNATURE Leland Huber								
<b>SECTION III (To Be Accomplished by Reviewing Officer)</b>															
12. THE RATER AND INDORSER WHO COMPLETED THIS REPORT WERE SELECTED IN ACCORDANCE WITH AR 611-205															
DATE 6 Jul 67		TYPED NAME, GRADE AND BRANCH OF SERVICE DWANE C. WATSON MAJ, INF, 1981					SIGNATURE Dwane C Watson								



GENERAL - DA Form 2166 will be used in accomplishing the Commander's Evaluation Report. The unnumbered items in the heading are reserved for the use of the installation Test Control Officer and the U.S. Army Enlisted Evaluation Center, Fort Benjamin Harrison, Indiana. Detailed instructions for the completion of Section I are contained in Appendix II, AR 611-205. Section I will be completed by the unit personnel officer before the form is transmitted to the commanding officer of the individual. The commanding officer of the individual will select the rater in accordance with Appendix II, AR 611-205. The indorser will be the supervisor of the rater and the reviewing officer will be the supervisor of the indorser. Normally, the commanding officer will be the reviewing officer, but there will be instances when he will not be such. Responsibility for the timely submission of the Commander's Evaluation Report in accordance with AR 611-205, however, rests with the commanding officer of the individual. The instructions for accomplishing Sections II and III of the Report are contained below. **THE COMPLETED COMMANDER'S EVALUATION REPORT WILL NOT BE SHOWN TO THE RATED SOLDIER.**

On the attached tear-off sheet there are twelve questions, with from five to seven possible answers to each question. Consider each question independently. On the basis of the typical performance of the individual, decide which of the five to seven possible answers best describes the individual you are rating. Record your answer in item 10, DA Form 2166, by marking an "X" in the block bearing the same letter as your answer for that characteristic being rated. You may then proceed to the next factor. For example, if you select answer "C" ("*Gets along well with his fellow soldiers and is usually cooperative in the work situation*") as being most typical of the individual being rated for Rating Characteristic 1, "COOPERATIVENESS," you would place an "X" in block "C", Rating Factor 1, item 10, DA Form 2166. Your entry on the form using this example would look like this:

Take your time in making your rating. The rating that you give to the soldier you are rating is an important factor in his military career. You owe him the time to make your rating as honest an appraisal of him as you can. You owe it to the Army, and to all of the other soldiers you know, that this individual receives an accurate rating. The ratings given by both the rater and the indorser are given equal weight, so both have equal responsibility for giving the most accurate rating they can.

After you have completed your rating, review it to insure that it is accurate, and that there is one and only one answer for every characteristic. After you have done this, indicate how many months the individual rated has been under your command or supervision, sign and date the form in the space provided. In completing the signature block, enter your duty MOS after your grade if you are in enlisted or warrant officer status. If you are a commissioned officer, enter your branch of service after your grade.

**REVIEWING OFFICER** - Reviewing officers are responsible for insuring that raters and indorsers have been selected in accordance with Appendix II, AR 611-205. They should further insure that raters and indorsers are objectively rating individuals, that they are avoiding personal bias, and that they are not using unduly harsh or lax standards in their ratings. Reviewing officers will date and sign the form in the space provided when the review has been completed. If the reviewing officer is not the commanding officer of the individual, he will return the completed form to the commanding officer of the individual.



**RATING CHARACTERISTICS FOR THE COMMANDER'S EVALUATION REPORT**  
(Read the instructions prior to completing your rating)

1. **COOPERATIVENESS** (*Ability to operate jointly with others*).
  - A. Goes out of his way to interfere with the cooperative effort of the group.
  - B. Frequently fails to get along with others, both on and off the job.
  - C. Gets along well with his fellow soldiers and is usually cooperative in the work situation.
  - D. Fits in well with the group both during duty and off-duty hours.
  - E. One of the most cooperative soldiers I have known.
2. **RELIABILITY** (*Dependability in performing without supervision*).
  - A. Cannot carry out any action without close supervision.
  - B. Requires a lot of supervision in relation to what he gets done.
  - C. Usually reliable, but occasionally lets me down.
  - D. Willingly does his fair share.
  - E. Can rely on him to carry out actions over obstacles that would stop the average man of his grade and MOS.
  - F. One of the most reliable men I have known in his grade and MOS.
  - G. The most reliable man I have known in his grade and MOS.
3. **JOB PERFORMANCE** (*Quality and quantity of individual productive effort*).
  - A. Performance is below acceptable standards.
  - B. Does an acceptable job on routine actions.
  - C. Does a good job.
  - D. Accomplishes more than the average soldier in his MOS and grade.
  - E. One of the most effective men I have known in his grade and MOS.
  - F. The most effective man I have known in his grade and MOS.
4. **PHYSICAL CONDITION** (*Physical capacity to carry out required military duties. Ignore factors which are a result of temporary medical limitations due to recent illness or accidents. Base your evaluation on the individual's performance as you have observed it*).
  - A. Physically unfit to perform duties of his MOS.
  - B. Makes some effort to correct shortcomings and attain physical fitness required of his MOS.
  - C. Physically fit to perform duties required of his MOS.
  - D. Exceeds physical fitness required for performance of duty in his MOS.
  - E. Maintains an exceptionally high degree of physical fitness.
5. **POTENTIAL** (*Future value to the service*).
  - A. This soldier can't or won't learn and has little potential.
  - B. Not actively working for improvement; lets his skills and knowledges get rusty.
  - C. Makes some effort toward improving himself, but is progressing slowly.
  - D. Attempts to improve himself and is progressing at a normal rate for his grade and MOS.
  - E. More than normal success in improving himself compared to others in his grade and MOS and deserves early consideration for promotion.
  - F. A soldier of decided potential value to the service who merits promotion in advance of his contemporaries.
  - G. Shows more promise for future worth to the Army than most other soldiers I have known in his grade and MOS.
6. **ADAPTABILITY** (*Ability to perform effectively in the face of changing job demands*).
  - A. Unable or unwilling to adapt to changes in job demands or procedures.
  - B. Slow in adjusting to changes in job demands or procedures.
  - C. Adjusts well to changes in job demands or procedures.
  - D. Quick to see reasons behind changes in methods and procedures, and adjusts quickly.
  - E. His demonstrated ability to adjust to changing requirements far exceeds that of most individuals.
7. **CONDUCT** (*Behavior and management of personal and financial affairs*).
  - A. Often the subject of official action regarding conduct or failure to meet personal or financial obligations.
  - B. Occasionally admonished for defects or infractions in behavior, inadequate management of personal affairs, or failure to meet financial obligations.
  - C. Conduct and management of personal affairs is generally favorable.
  - D. Conducts himself well and manages his personal affairs with full capability.
  - E. His conduct meets the highest standards under all circumstances and his personal integrity is unquestioned.
8. **INITIATIVE** (*Energy or aptitude displayed in the initiation of action*).
  - A. Displays little ability to initiate action without direction.
  - B. Limited in ability to initiate action required to accomplish his assigned duties.
  - C. Starts action required to accomplish his job without waiting for orders.
  - D. A self-starter who anticipates requirements and takes appropriate action to meet them on his own initiative.
  - E. Aggressively pursues on his own initiative methods for increasing his job performance, effectiveness, or productivity.
  - F. Possesses greater drive and aggressive energy to initiate action than any other individual I have known in his pay grade and MOS.



9. BEARING (*Posture, neatness of dress and appearance*).
  - A. Sloppy in dress and bearing; a discredit to the service.
  - B. Frequently needs to be corrected for shortcomings in dress and bearing.
  - C. Usually neat in appearance and military in bearing; shortcomings are primarily matters of minor carelessness.
  - D. Dress and bearing are correct and adequate; conforms but does not stand out.
  - E. Takes obvious pride in exceeding standards in dress and bearing.
  - F. Conforms in appearance to the highest traditions of the military service, and is one of the finest soldiers in dress and bearing of any I have known.
10. APPLICATION (*Interest and devotion to duty*).
  - A. A dead weight; hinders the work of the group.
  - B. Shirks all but the easiest jobs.
  - C. Generally applies himself to the job at hand.
  - D. Performs assigned duties with interest and promptness.
  - E. Devotes full time and attention to his job and improvement of the work of his group.
  - F. One of the work-horses of the group; an example to other men.
  - G. The most diligent individual I've known in his grade and MOS.
11. LEADERSHIP (*Ability to influence and guide the actions of others*).
  - A. Has little leadership or supervisory ability.
  - B. Shortcomings in his leadership or supervisory ability occasionally hinder accomplishment of objectives.
  - C. Exercises leadership or supervision required to accomplish objectives.
  - D. Demonstrates leadership or supervisory abilities beyond those required for his grade and NCO or specialist status.
  - E. One of the most capable soldiers of his grade that I have known in his ability to lead others in accomplishing desired objectives.
12. JOB KNOWLEDGE (*The extent to which the individual possesses the knowledge required to perform his job*).
  - A. This soldier does not know enough about his job to perform at an acceptable level.
  - B. Knows enough about his job to get by.
  - C. Knows more about his job than most other soldiers in his grade and MOS.
  - D. Knows both the routine and the non-routine parts of his job better than most soldiers of his grade in this MOS.
  - E. One of the best informed soldiers about his job that I have known in this MOS at this grade.
  - F. The best informed soldier about his job that I have known in this MOS at this grade level.