

COMMANDER'S EVALUATION REPORT
(AR 611-205)See instructions
on reverse.

TCO SYMBOL

ROSTER NUMBER

PERFORMANCE TEST SCORES OR LANGUAGE RATING SCALES (If applicable)

TEST	SCORE	TEST	SCORE	TEST	SCORE	TEST	SCORE	UNIT CODE

FOR USE OF TCO AND EEC

SECTION I (To Be Accomplished By Personnel Officer)

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

PRIMARY

67N20

SECONDARY

ADDITIONAL

DUTY

67N2F

6. MAJOR COMMAND

7. MOS ANNOUNCED FOR TESTING

8. LANGUAGE CODE (If applicable)

9. STATUS

 RA ARNG (on active duty) ARNG (not on active duty) AUS USAR (on active duty) USAR (not on active duty)SECTION II (To be accomplished by
the Rater and Indorser)

10.

RECORD YOUR RESPONSES TO THE RATING FACTORS SET FORTH HEREON FOR
THE INDIVIDUAL NAMED ABOVE. DATE AND SIGN IN THE SPACE PROVIDED.

RATER

RATING
FACTORRATING
FACTOR MARK THIS BLOCK IF YOU DO NOT KNOW THE
INDIVIDUAL BEING RATED AND CANNOT COM-
PLETE THE INDORSEMENT.

1	<input type="checkbox"/> A	<input type="checkbox"/> B	<input type="checkbox"/> C	<input type="checkbox"/> D	<input checked="" type="checkbox"/> X
2	<input type="checkbox"/> A	<input type="checkbox"/> B	<input type="checkbox"/> C	<input type="checkbox"/> D	<input checked="" type="checkbox"/> E
3	<input type="checkbox"/> A	<input type="checkbox"/> B	<input type="checkbox"/> C	<input type="checkbox"/> D	<input checked="" type="checkbox"/> F
4	<input type="checkbox"/> A	<input type="checkbox"/> B	<input type="checkbox"/> C	<input checked="" type="checkbox"/> D	
5	<input type="checkbox"/> A	<input type="checkbox"/> B	<input type="checkbox"/> C	<input type="checkbox"/> D	<input checked="" type="checkbox"/> E
6	<input type="checkbox"/> A	<input type="checkbox"/> B	<input type="checkbox"/> C	<input checked="" type="checkbox"/> D	
7	<input type="checkbox"/> A	<input type="checkbox"/> B	<input type="checkbox"/> C	<input checked="" type="checkbox"/> D	
8	<input type="checkbox"/> A	<input type="checkbox"/> B	<input type="checkbox"/> C	<input type="checkbox"/> D	<input checked="" type="checkbox"/> E
9	<input type="checkbox"/> A	<input type="checkbox"/> B	<input type="checkbox"/> C	<input checked="" type="checkbox"/> D	<input type="checkbox"/> F
10	<input type="checkbox"/> A	<input type="checkbox"/> B	<input type="checkbox"/> C	<input type="checkbox"/> D	<input checked="" type="checkbox"/> E
11	<input type="checkbox"/> A	<input type="checkbox"/> B	<input type="checkbox"/> C	<input checked="" type="checkbox"/> D	
12	<input type="checkbox"/> A	<input type="checkbox"/> B	<input type="checkbox"/> C	<input checked="" type="checkbox"/> D	<input type="checkbox"/> F

INDORSER

1	<input type="checkbox"/> A	<input type="checkbox"/> B	<input type="checkbox"/> C	<input type="checkbox"/> D	<input checked="" type="checkbox"/> X
2	<input type="checkbox"/> A	<input type="checkbox"/> B	<input type="checkbox"/> C	<input type="checkbox"/> D	<input checked="" type="checkbox"/> E
3	<input type="checkbox"/> A	<input type="checkbox"/> B	<input type="checkbox"/> C	<input type="checkbox"/> D	<input checked="" type="checkbox"/> E
4	<input type="checkbox"/> A	<input type="checkbox"/> B	<input type="checkbox"/> C	<input type="checkbox"/> D	<input checked="" type="checkbox"/> X
5	<input type="checkbox"/> A	<input type="checkbox"/> B	<input type="checkbox"/> C	<input type="checkbox"/> D	<input checked="" type="checkbox"/> E
6	<input type="checkbox"/> A	<input type="checkbox"/> B	<input type="checkbox"/> C	<input type="checkbox"/> D	<input checked="" type="checkbox"/> X
7	<input type="checkbox"/> A	<input type="checkbox"/> B	<input type="checkbox"/> C	<input type="checkbox"/> D	<input checked="" type="checkbox"/> X
8	<input type="checkbox"/> A	<input type="checkbox"/> B	<input type="checkbox"/> C	<input type="checkbox"/> D	<input checked="" type="checkbox"/> E
9	<input type="checkbox"/> A	<input type="checkbox"/> B	<input type="checkbox"/> C	<input type="checkbox"/> D	<input checked="" type="checkbox"/> E
10	<input type="checkbox"/> A	<input type="checkbox"/> B	<input type="checkbox"/> C	<input type="checkbox"/> D	<input checked="" type="checkbox"/> E
11	<input type="checkbox"/> A	<input type="checkbox"/> B	<input type="checkbox"/> C	<input type="checkbox"/> D	<input checked="" type="checkbox"/> X
12	<input type="checkbox"/> A	<input type="checkbox"/> B	<input type="checkbox"/> C	<input type="checkbox"/> D	<input checked="" type="checkbox"/> E

11. HOW MANY MONTHS HAS THIS ENLISTED PERSON BEEN
UNDER YOUR COMMAND AND/OR SUPERVISION?

RATER

5 Months

INDORSER

5 months

DATE
6 Jul 67TYPED NAME, GRADE, BRANCH OF SVC OR MOS OF RATER
RANDY C. NEES SGT E-5 67N20

SIGNATURE

Randy C. Nees

DATE
6 Jul 67TYPED NAME, GRADE, BRANCH OF SVC OR MOS OF INDORSER
LELAND HUBER CPT 1981

SIGNATURE

Leland Huber

SECTION III (To Be Accomplished by Reviewing Officer)

12. THE RATER AND INDORSER WHO COMPLETED THIS REPORT WERE SELECTED IN ACCORDANCE WITH AR 611-205

DATE
6 Jul 67TYPED NAME, GRADE AND BRANCH OF SERVICE
DWANE C. WATSON MAJ, INF, 1981

SIGNATURE

Dwane C. Watson

13. REMARKS (This space is provided for any additional remarks deemed necessary by any individual accomplishing this report.)

14. THE RATING YOU PROVIDED YOU CORRECTED AND REASON FOR REJECTION IN YOUR RATING. (SEE INSTRUCTIONS FOR THIS SECTION)

15. RATING	16. RATING	17. RATING	18. RATING	19. RATING	20. RATING	21. RATING	22. RATING	23. RATING	24. RATING	25. RATING	26. RATING	27. RATING	28. RATING	29. RATING	30. RATING	31. RATING	32. RATING	33. RATING	34. RATING	35. RATING	36. RATING	37. RATING	38. RATING	39. RATING	40. RATING	41. RATING	42. RATING	43. RATING	44. RATING	45. RATING	46. RATING	47. RATING	48. RATING	49. RATING	50. RATING	51. RATING	52. RATING	53. RATING	54. RATING	55. RATING	56. RATING	57. RATING	58. RATING	59. RATING	60. RATING	61. RATING	62. RATING	63. RATING	64. RATING	65. RATING	66. RATING	67. RATING	68. RATING	69. RATING	70. RATING	71. RATING	72. RATING	73. RATING	74. RATING	75. RATING	76. RATING	77. RATING	78. RATING	79. RATING	80. RATING	81. RATING	82. RATING	83. RATING	84. RATING	85. RATING	86. RATING	87. RATING	88. RATING	89. RATING	90. RATING	91. RATING	92. RATING	93. RATING	94. RATING	95. RATING	96. RATING	97. RATING	98. RATING	99. RATING	100. RATING
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INSTRUCTIONS

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.

RATER AND INDORSER - Ratings should reflect an individual's performance as actually observed in comparison with the performance of all other individuals you have known in the same MOS. In instances where the individual is performing duty in other than his primary MOS, rate the individual on his performance in his duty MOS. Ratings for individuals who are attending courses of instruction will be based upon the individual's performance and progress in his studies or instruction. You may consider information received from other units of assignment, former commanders or supervisors, training records, or other sources in completing your evaluation.

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:

1 A B C D E

Your answers will be recorded on the form with black or blue-black ink. If you find it necessary to change your answer, you must initial the first answer and then place an "X" in the new block you have chosen. Make sure that you answer every question. The rater, indorser and reviewing officer will complete their portion of the form in that order. For convenience, the rater may separate the form from the tear-off sheet but both the form and the tear-off sheet must be passed on to the indorser and the reviewing officer.

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.

It is particularly hard to give an accurate rating to an individual who is a particular friend, or for whom you hold a particular dislike. In either case, when you consider how the individual performs on each of the twelve characteristics, consider the way the individual actually performs in that characteristic, rather than your general attitude toward the individual. The accuracy with which you perform the rating function will mean a great deal in improving Army personnel management.

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.