

NCO EVALUATION REPORT						<small>SEE PRIVACY ACT STATEMENT IN AR 623-205, APPENDIX C.</small>				
<small>For use of this form, see AR 623-205; the proponent agency is ODCSPER</small>										
PART I - ADMINISTRATIVE DATA										
a. NAME (Last, First, Middle Initial) 3-7d(1)			b. SSN 3-7d(1)	c. RANK 3-7d(2)	d. DATE OF RANK 3-7d(3)	e. PMOSC 3-7d(4)				
f. UNIT, ORG., STATION, ZIP CODE OR APO, MAJOR COMMAND 3-7d(5)					g. REASON FOR SUBMISSION 3-7d(6)					
h. PERIOD COVERED		i. RATED MONTHS	j. NON-RATED CODES	k. NO. OF ENCL	l. RATED NCO COPY (Check one and Date)		m. PSC Initials	n. CMD CODE	o. PSB CODE	
FROM	THRU				1. Given to NCO	Date				
YYYY MM	YYYY MM	3-7d(8)	3-7d(9)	3-7d(10)	2. Forwarded to NCO	3-7d(11)	3-7d(12)	3-7d(13)	3-7d(14)	
PART II - AUTHENTICATION										
a. NAME OF RATER (Last, First, Middle Initial) 3-8c(1)				SSN		SIGNATURE				
RANK, PMOSC/BRANCH, ORGANIZATION, DUTY ASSIGNMENT 3-8c(5)							DATE			
b. NAME OF SENIOR RATER (Last, First, Middle Initial) 3-8c(1)				SSN		SIGNATURE				
RANK, PMOSC/BRANCH, ORGANIZATION, DUTY ASSIGNMENT 3-8c(5)							DATE			
c. RATED NCO: I understand my signature does not constitute agreement or disagreement with the evaluations of the rater and senior rater. I further understand my signature verifies that the administrative data in Part I, the rating official in Part II, the duty description to include the counseling dates in Part III, and the APFT and height/weight entries in Part IVc are correct. I have seen the report completed through Part V, except Parts 1d and 1e. I am aware of the review process of AR 623-205.				SIGNATURE 3-8c(2)		DATE				
d. NAME OF REVIEWER (Last, First, Middle Initial) 3-8c(1)				SSN		SIGNATURE				
RANK, PMOSC/BRANCH, ORGANIZATION, DUTY ASSIGNMENT 3-8c(5)							DATE			
e. <input type="checkbox"/> CONCUR WITH RATER AND SENIOR RATER EVALUATIONS <input type="checkbox"/> NONCONCUR WITH RATER AND/OR SENIOR RATER EVAL (See attached comments)										
PART III - DUTY DESCRIPTION (Rater)										
a. PRINCIPAL DUTY TITLE 3-9b(1)					b. DUTY MOSC 3-9b(2)					
c. DAILY DUTIES AND SCOPE (To include, as appropriate, people, equipment, facilities and dollars) The rater completes and verifies with the rated NCO; address the most important daily/routine duties and responsibilities. 3-9b(3)										
d. AREAS OF SPECIAL EMPHASIS 3-9b(4)										
e. APPOINTED DUTIES 3-9b(5)										
f. COUNSELING DATES		3-9b(6)		INITIAL	LATER	LATER	LATER			
PART IV - ARMY VALUES/ATTRIBUTES/SKILLS/ACTIONS (Rater)										
a. ARMY VALUES. Check either "YES" or "NO". Comments are mandatory for "NO" entries; optional for "Yes" entries.										
V A L U E S Loyalty Duty Respect Selfless-Service Honor Integrity Personal Courage		1. LOYALTY: Bears true faith and allegiance to the U. S. Constitution, the Army, the unit, and other soldiers.							YES	NO
		2. DUTY: Fulfills their obligations.							X	
		3. RESPECT/EO/EEO: Treats people as they should be treated.							X	
		4. SELFLESS-SERVICE: Puts the welfare of the nation, the Army, and subordinates before their own.							X	
		5. HONOR: Lives up to all the Army values.							X	
		6. INTEGRITY: Does what is right - legally and morally.							X	
		7. PERSONAL COURAGE: Faces fear, danger, or adversity (physical and moral).							X	
		Bullet comments o bullet comments are mandatory to address "NO" ratings and are optional for "YES" ratings								
3-10c										

Figure 3-1. Sample DA Form 2166-8 (front side)

RATED NCO'S NAME (Last, First, Middle Initial) + 3-7d(1)		SSN 3-7d(1)	THRU DATE 3-7d(7) +
PART IV (Rater) - VALUES/NCO RESPONSIBILITIES			
Specific Bullet examples of "EXCELLENCE" or "NEEDS IMPROVEMENT" are mandatory. Specific Bullet examples of "SUCCESS" are optional.			
b. COMPETENCE o Duty proficiency; MOS competency o Technical & tactical; knowledge, skills, and abilities o Sound judgment o Seeking self-improvement; always learning o Accomplishing tasks to the fullest capacity; committed to excellence EXCELLENCE (Exceeds std) SUCCESS (Meets std) NEEDS IMPROVEMENT (Some) (Much) <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>		o bullet comments are mandatory to address 'excellence' or 'needs improvement' ratings o bullet comments are optional but 'recommended' for 'success' ratings 3-10f	
c. PHYSICAL FITNESS & MILITARY BEARING o Mental and physical toughness o Endurance and stamina to go the distance o Displaying confidence and enthusiasm; looks like a soldier EXCELLENCE (Exceeds std) SUCCESS (Meets std) NEEDS IMPROVEMENT (Some) (Much) <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>		APFT	HEIGHT/WEIGHT
		o bullet comments are mandatory to address APFT failure and/or 'NO' entry for height/weight o bullet comment is mandatory to address 'profile' entry o no bullet comment if body fat standards are met 3-10f	
d. LEADERSHIP o Mission first o Genuine concern for soldiers o Instilling the spirit to achieve and win o Setting the example; Be, Know, Do EXCELLENCE (Exceeds std) SUCCESS (Meets std) NEEDS IMPROVEMENT (Some) (Much) <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>		o mandatory and optional comments are the same as Part IVb above 3-10f	
e. TRAINING o Individual and team o Mission focused; performance oriented o Teaching soldiers how; common tasks, duty-related skills o Sharing knowledge and experience to fight, survive and win EXCELLENCE (Exceeds std) SUCCESS (Meets std) NEEDS IMPROVEMENT (Some) (Much) <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>		o mandatory and optional comments are the same as Part IVb above 3-10f	
f. RESPONSIBILITY & ACCOUNTABILITY o Care and maintenance of equipment/facilities o Soldier and equipment safety o Conservation of supplies and funds o Encouraging soldiers to learn and grow o Responsible for good, bad, right & wrong EXCELLENCE (Exceeds std) SUCCESS (Meets std) NEEDS IMPROVEMENT (Some) (Much) <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>		o mandatory and optional comments are the same as Part IVb above 3-10f	
PART V - OVERALL PERFORMANCE AND POTENTIAL			
a. RATER. Overall potential for promotion and/or service in positions of greater responsibility. 3-13a AMONG THE BEST FULLY CAPABLE MARGINAL <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>		e. SENIOR RATER BULLET COMMENTS o bullet comments are mandatory o comments 'must' address potential, but may also address performance and/or evaluation rendered by rater o ratings of 'marginal', 'fair', or 'poor' in Part V must be addressed o if senior rater lacks qualification to render evaluation, enter "senior rater does not meet minimum qualifications" 3-13d	
b. RATER. List 3 positions in which the rated NCO could best serve the Army at his/her current or next higher grade. 3-13b _____ _____ _____			
c. SENIOR RATER. Overall performance 3-13c <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input checked="" type="checkbox"/> <input type="checkbox"/>		d. SENIOR RATER. Overall potential for promotion and/or service in positions of greater responsibility. 3-13c <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input checked="" type="checkbox"/> <input type="checkbox"/>	
		1 2 3 4 5 Successful Fair Poor Superior Fair Poor	

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Figure 3-2. Sample DA Form 2166-8 (back side)