

**NCOER COUNSELING AND SUPPORT FORM**

For use of this form, see AR 623-3; the proponent agency is DCS, G-1.

FOR OFFICIAL USE ONLY (FOUO)  
SEE PRIVACY ACT STATEMENT  
IN AR 623-3**PART I – ADMINISTRATIVE DATA**

a. NAME (Last, First, Middle Initial)	b. SSN	c. Rank	d. Date of Rank	e. PMOSC	
f. UNIT, ORG., STATION, ZIP CODE OR APO	g. STATUS CODE	h. RATED NCO'S EMAIL ADDRESS (.gov or .mil)	m. UIC	n. CMD CODE	o. PSB CODE

**PART II – AUTHENTICATION**

a. NAME OF RATER (Last, First, Middle Initial)	SSN	INITIAL	LATER	LATER	LATER
RANK, PMOSC/BRANCH, ORGANIZATION, DUTY ASSIGNMENT			RATER'S EMAIL ADDRESS (.gov or .mil)		
b. NAME OF SENIOR RATER (Last, First, Middle Initial)	SSN	INITIAL	LATER	LATER	LATER
RANK, PMOSC/BRANCH, ORGANIZATION, DUTY ASSIGNMENT			SENIOR RATER'S EMAIL ADDRESS (.gov or .mil)		
c. NAME OF REVIEWER (Last, First, Middle Initial)	SSN	INITIAL	LATER	LATER	LATER
RANK, PMOSC/BRANCH, ORGANIZATION, DUTY ASSIGNMENT			REVIEWER'S EMAIL ADDRESS (.gov or .mil)		
d. RATED NCO's INITIALS		INITIAL	LATER	LATER	LATER

**PART III – DUTY DESCRIPTION (Rater)**

a. PRINCIPAL DUTY TITLE	b. DUTY MOSC	
c. DAILY DUTIES AND SCOPE (To include, as appropriate, people, equipment, facilities and dollars)		
d. AREAS OF SPECIAL EMPHASIS		
e. APPOINTED DUTIES		
f. PHYSICAL FITNESS & MILITARY BEARING		
APFT	APFT DATE	HEIGHT/WEIGHT

**a. ARMY VALUES: PART IV – ARMY VALUES/ATTRIBUTES/SKILLS/ACTIONS (Rater)**

LOYALTY, DUTY, RESPECT/EO/EEO, SELFLESS-SERVICE, HONOR, INTEGRITY, PERSONAL

<b>TASK/ACTION:</b>	<b>PERFORMANCE SUMMARY:</b>
---------------------	-----------------------------

RATED NCO's NAME (Last, First, Middle Initial)		SSN
<b>b. COMPETENCE:</b> <ul style="list-style-type: none"> <li><input type="checkbox"/> Duty proficiency; MOS competency</li> <li><input type="checkbox"/> Sound judgment</li> <li><input type="checkbox"/> Accomplishing tasks to the fullest capacity; committed to excellence</li> <li><input type="checkbox"/> Technical &amp; tactical; knowledge, skills, and abilities</li> <li><input type="checkbox"/> Seeking self-improvement; always learning</li> </ul>		
TASK/ACTION:		PERFORMANCE SUMMARY:
<b>c. PHYSICAL FITNESS &amp; MILITARY BEARING:</b> <ul style="list-style-type: none"> <li><input type="checkbox"/> Mental and physical toughness</li> <li><input type="checkbox"/> Displaying confidence and enthusiasm; looks like a Soldier</li> <li><input type="checkbox"/> Endurance and stamina to go the distance</li> </ul>		
TASK/ACTION:		PERFORMANCE SUMMARY:
<b>d. LEADERSHIP:</b> <ul style="list-style-type: none"> <li><input type="checkbox"/> Mission first</li> <li><input type="checkbox"/> Instilling the spirit to achieve and win</li> <li><input type="checkbox"/> Genuine concern for Soldiers</li> <li><input type="checkbox"/> Setting the example; Be, Know, Do</li> </ul>		
TASK/ACTION:		PERFORMANCE SUMMARY:
<b>e. TRAINING:</b> <ul style="list-style-type: none"> <li><input type="checkbox"/> Individual and learn</li> <li><input type="checkbox"/> Teaching Soldiers how; common tasks, duty related skills</li> <li><input type="checkbox"/> Mission focused; performance oriented</li> <li><input type="checkbox"/> Sharing knowledge and experience to fight; survive and win</li> </ul>		
TASK/ACTION:		PERFORMANCE SUMMARY:
<b>f. RESPONSIBILITY &amp; ACCOUNTABILITY:</b> <ul style="list-style-type: none"> <li><input type="checkbox"/> Care and maintenance of equipment/facilities</li> <li><input type="checkbox"/> Conservation of supplies and funds</li> <li><input type="checkbox"/> Responsible for good, bad, right &amp; wrong</li> <li><input type="checkbox"/> Soldier and equipment Safety</li> <li><input type="checkbox"/> Encouraging Soldiers to learn and grow</li> </ul>		
TASK/ACTION:		PERFORMANCE SUMMARY: