NCO EVALUATION REPORT
For use of this form, see AR 623-205; the proponent agency is ODCPER

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, MAJOR COMMAND　　　　g. REASON FOR SUBMISSION

g. PERIOD COVERED		j. RATED MONTHS	k. NON-RATED CODES	1.NO. OF ENCL	m. RATED NCO COPY (Check one and date)		n.PSB INITIAL	o. CMB CODE	p. PSB CODE
FROM	THRU				1. Given to NCO	*Date*			
YYYY　MM	YYYY　MM				2. Forwarded to NCO				

PART II – AUTHENTICATION

a.NAME OF RATER (Last, First, MI)　　　　SSN　　　　SIGNATURE

RANK, PMOSC/BRANCH, ORGANIZATION, DUTY ASSIGNMENT　　　　DATE

b.NAME OF SENIOR RATER (Last, First, MI)　　　　SSN　　　　SIGNATURE

RANK PMOSC/BRANCH, ORGANIZATION, DUTY ASSIGNMENT　　　　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 officials in Part II, the duty description to include the counseling dates in Pat III, and the APFT and height/weight entries in PART Ivc are correct. I have seen the report completed through Part V, except Parts lid and lie. I am aware of the appeals process of AR 623-205.　　　SIGNATURE　　　DATE

d. NAME OF REVIEWER (Last, First, Middle Initial)　　　　SSN　　　　SIGNATURE

RANK, PMOSC/BRANCH, ORGANIZATION, DUTY ASSIGNMENT　　　　DATE

e.　　　CONCUR WITH RATER AND SENIOR RATER EVALUATIONS　　　NONCONCOUR WITH RATER AN/OR SENIOR RATER EVAL *(See attached comments)*

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. COUNSELING DATES	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.*	YES	NO
1. LOYALTY: Bears true faith and allegiance to the U.S. Constitutions, the Army, the unit, and other soldiers		
2. DUTY: Fulfills their obligations.		
3. RESPECT/EO/EEO: Treats people as they should be treated.		
4. SELFLESS-SERVICE: Puts the welfare of the nation, the Army, and subordinates before their own.		
5. HONOR: Lives up to all the Army values.		
6. INTEGRITY: Does what is right – legally and morally.		
7. PERSONAL COURAGE: Faces fear, danger, or adversity (physical and moral).		
Bullet comments		

DA FORM 2166-8, OCT 2001　　　REPLACES DA FORM 2166-7, SEP 87, WHICH IS OBSOLETE　　　USAPA V1.00

RATED NCO'S NAME (Last, First, Middle Initial)	SSN	THRU DATE

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   SUCCESS   NEEDS IMPROVEMENT
(Exceeds std)   (Meets std)   (Some)   (Much)

☐   ☐   ☐   ☐

c. PHYSICAL FITNESS & MILITARY BEARING   APFT   HEIGHT/WEIGHT
- o   Mental and physical toughness
- o   Endurance and stamina to go the distance
- o   Displaying confidence and enthusiasm; looks like a soldier

EXCELLENCE   SUCCESS   NEEDS IMPROVEMENT
(Exceeds std)   (Meets std)   (Some)   (Much)

☐   ☐   ☐   ☐

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   SUCCESS   NEEDS IMPROVEMENT
(Exceeds std)   (Meets std)   (Some)   (Much)

☐   ☐   ☐   ☐

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   SUCCESS   NEEDS IMPROVEMENT
(Exceeds std)   (Meets std)   (Some)   (Much)

☐   ☐   ☐   ☐

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   SUCCESS   NEEDS IMPROVEMENT
(Exceeds std)   (Meets std)   (Some)   (Much)

☐   ☐   ☐   ☐

PART V – OVERALL PERFORMANCE AND POTENTIAL

a.   RATER. Overall potential for promotion and/or service ini positions of greater responsibility.

AMONG   FULLY
THE BEST   CAPABLE   MARGINAL

☐   ☐   ☐

b.   RATER. List 3 Positions in which the rated NCO could best serve the Army at his/her current grade.

_____
_____
_____
_____

e. SENIOR RATER BULLET COMMENTS

c. SENIOR RATER. Overall performance 1 2 3 4 5 **Successful Fair Poor**	d. SENIOR RATER. Overall potential For promotion and/or service in Positions of greater responsibility 1 2 3 4 5 **Successful Fair Poor**

DA FORM 2166-8, OCT 2001   USAPA V1.00