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The purpose of this post is to give you some examples of OER newsletters and OER comments. This comment can be for someone writing OER for someone else or for someone setting up their own OER Support Form. Please keep in mind that OER Comments are different from NCOER Comments. Comments on OER are usually in paragraph form rather than bullet points like NCOER. I have to start by telling you that it is your job to manage your own Army OER and to manage your own career. If you are not proactive throughout the entire OER process, you set yourself up for failure and disappointment. That means that you need to actively communicate with your boss throughout the OER process, not just when it's due. You need to make your rater job as easy as possible. That means you'll need to set up your own OER Army Support Form and even write your first draft of the OER. To some of you, that might sound crazy. Well, I've been called crazy before, but I'm fine with it if you are. The truth is, no one cares about your career as much as you do! Think of it this way for a minute. Your boss is busy. They're probably keeping an eye on some officers. They have jobs, families, hobbies and military careers. They may be tired and overwhelmed. So if you can make their lives easier they will appreciate it. I also found that in most cases, they will use the EXACT OER shell that you wrote. So write well. Your career may depend on it! Other Posts You Might Enjoy: And if your rater asks why you drafted your own first OER, let them know they're busy and want to make their job a little easier. Personally, I don't know one boss who would be upset about that. Now that I have given you my advice on managing your OER, here are some examples of OER bullets and OER comments. Please note that I just copied this from my own OEM (I did change my name and unit). I'm not bragging at all. I just wanted to give you an example of the real world. Feel free to use this as a template to do it yourself. Examples of Bullets and Comments OER Army #1 During this short rank period, MAJ Roscoe did an outstanding job managing section S4. Upon arrival at our unit, MAJ Roscoe made a direct positive impact by changing the SOP of the Student Supply Unit and CSDP Program. A few months later, its part received satisfactory results on COMETS and CSDP Inspections. During the Annual Training, MAJ Roscoe actually stepped up to the plate and led one officer and 28 Soldiers. Its maintenance section maintains an OR rate of 97% and releases 12,000 meals during the Annual Training without incident or injury. The logistical support is best I've ever had while serving in the National Guard. For his outstanding performance, he received 2 Army Award Medals and was promoted to Major at a minimum time in the class. MAJ Roscoe is a talented logistics and leader. You can always count on him to get things done, and done done He also served in ADOS for six months as a Vigilant Guard Project Officer. In this capacity, he served as the primary project planner for multi-state, joint-level exercises. In his spare time, he wrote and published two books, completed ILE Phase I and trained for marathons. Examples of Bullets and Comments OER Army #2 During this brief rank period, CPT Tyson did an outstanding job leading his Army. CPT Tyson is an experienced, confident, loyal and best team leader and team leader who always does everything he can to make sure the mission is done and done right. In addition to providing world-class combat service support to our battalions, it also significantly improved the readiness and morale of its companies. Some of his major achievements include 5 re-registrations, six promotions, 19 Army graduates from MOSQ or NCOES and a Non-Val Pay company of less than 1%. Furthermore, the Maintenance Section maintains or rates of more than 95% while repairing 10+ vehicles. He completed his change of command inventory with zero difference or deficiency. Eventually, CPT Tyson was elected to serve as S4 Officer of the 58th Regiment, a position above his current salary level. He will be sorely missed in our battalion and within his company. Sample Bullets and Comments Army OER #3 CPT Smith does an outstanding job creating a technically and tactically proficient company that is motivated, trained, disciplined and capable of completing any combat deployment. At all times, his company provides world-class combat service support to our battalions. Some highlights include: 590.5 hours of maintenance completed, 100+ vehicles repaired, Or Rate over 94%, preparing 6,000 meals, removing 8,000 gallons of fuel, and removing 200,000 rounds of ammunition without incident or injury. In January 2009, he deployed his company to Washington DC to support the 56th Presidential Inauguration and successfully operate traffic control points. To improve the readiness of its units, CPT Smith increased the strength of its units from 85 to 101 a 20% increase. He also increased the DMOS rate from 88% to 93% while maintaining a non-val payment rate of less than 1%. In addition, he promoted 17 Soldiers, graduated 52 Soldiers from military schools and extended 9 out of 11 eligible Soldiers. To recognize the performance of his Soldiers, he presented 53 achievement awards and presented 2 Soldiers with the Order of the Order of Samuel Sharpe. To enhance his professional development, he completed 4 military courses to include: Joint Weapons Training (CAX), Project Management, Strategic Planning and Basic Accounting. Examples of Bullets and Comments OER Army #4 1LT Edwards is critical to the success of our unit. In his work as an XO Company, he spearheaded our Command Supply Discipline Program. As a result of his hard work, our unit received second place in the national Command Supply Discipline Program competition. 1LT Edwards traveled to Washington D.C. with the Supply Sergeant to receive the award. In the realm of maintenance, he with Sergeant Motor to reform our maintenance program. Its hard work and new SOP helped our unit maintain an Operational Readiness Level of more than 95%, which was a 20% increase from the previous year. In terms of administration, 1LT Edwards created an Awards Program for our company that resulted in 42 Soldiers receiving some kind of accomplishment award during the last calendar year. The bottom line is that 1LT Edwards is the most critical and influential person in our organization this year. Without him, I'm not sure we'd achieve these things. He also completed a Master's Degree and completed his Captain's Career Award. He should be promoted immediately and given the position of command of the company immediately. He's definitely a senior future Army leader. Examples of Bullets and Comments Army #5 2LT Amy Jones is an outstanding military leader. Ever since he arrived at my company, he's been an incoming player. He always does his best to help the team and always puts the needs of the team and his unit above his own. Some of his key achievements include helping 7 Soldiers get promoted, sending 9 Soldiers to NCOES schools, creating a formal counseling program in his platoon, being recognized at the Annual Training by the Commander-in-Chief, spearheading the Family Readiness Group unit, changing the Platoon and Enterprise SOP, volunteering to mentor one of his platoon leaders of his age, graduating from his BOLC Class as An Honor Grad and scoring 300 on his APFT. As Commander of his Company, I am honored to serve with him. Promote to 1LT immediately, in front of his colleagues. Infinite potential. An extraordinary leader with great potential. Conclusion By all means, feel free to use examples of Army OER comments and pseudo-like OER bullets. Simply rename it around, modify it as needed for your task position and save yourself some time and energy preparing your OER. And whatever you do, please be proactive about your own military career. Don't wait for your boss to do your OER. Make sure you are part of the process! What do you think? Leave a comment below to let me know what you think about this bullet sample and the Army's comments. I look forward to hearing from you. [toggle title=Bullets: Click Here to Open/Close] established EO and SHARP platoon cultures that were quickly replicated throughout the battalion; incidents decreased by xx% • sharp programs were implemented; managing a positive command climate; a unit that ensures it is trained on the importance of reporting and the great consequences of unfavorable actions • fosters a climate of dignity and respect by complying with the SHARP program; ensure fair and respectful treatment of assigned personnel • identify SHARP deficiencies in the company and take appropriate steps to ensure soldiers are receive punishment; improving esprit de corps units • gaining the root cause of the Soldier's personal challenges; find effective solutions to change destructive behavior • • top priority for its units; facilitating many forums focused on cultural change, thereby eliminating SHARP incidents within the organization • an unparalleled focus on the discipline and profession of weapons; lead the most disciplined unit in command • unconditionally commit to the weapons profession; 12B women integrate into their formation seamlessly • focus on discipline and the weapons profession is unparalleled; lead the most disciplined organizations in command • beyond and beyond to identify and resolve Soldiers and Family issues; invest great efforts to establish relationships with Soldier support agencies • value-based leaders; committed to living the Army Values and serving as a sterling example for its Soldiers • fostering discipline and adherence to SOP; its units become standard bearers throughout the organization • consistently demonstrate loyalty to the Army and the weapons profession regardless of the situation that advances the Army as a profession; always choose a harder right • display genuine care and care for the Army and their Families; eager to support the personal and professional growth of subordinates • displaying a high level of responsibility in accordance with the Ethos of soldiers and the Army as a profession; demonstrate maturity and self-control under pressure • a highly loyal and respectable NCO whose perfect moral and ethical values serve as standards for others to emulate; personify Be, Know, Do • demonstrate unquestioned loyalty and integrity as a valued advisor to the NCOA Commander on all matters NCOES • selfless service manifested; ensuring duty obligations are met before giving consideration to personal needs; organizations that are enabled to build trust and credibility • promote a climate in which people are treated with dignity and respect regardless of their race, gender, belief, sexual orientation, or religious beliefs; unparalleled integrity • epitomized warrior ethos; role models for IN Soldiers to emulate • take action at every opportunity to improve the situation of soldiers and their families • exemplify army values; promote those values to others • consistently demonstrate adherence and understanding of Army Values • set an example for subordinates by fully supporting the SHARP and EO programs • committed to the mission achievement and well-being of its Soldiers • instilling SHARP's focus in all activities, placing an onus on peer intervention • utilizing Army values as daily teaching points to improve soldier understanding and personal appearance compliance reflecting benefit for the Army • living an active, off-duty lifestyle. for good fitness and health • calm, cool and collected under pressure; displaying positive attitudes and emotional maturity in challenging situations • maintaining high moral and ethical standards when and off duty • selfless service beyond reproach; fully dedicated to the mission and the Army • lived by the Values of the Army and fostered with respect to individuals • providing clear and concise guidance to the Army to encourage them to build trust • a clear self-understanding of the Army's Commitment to the Ethos of Soldiers • consistently showing loyalty to the Values of the Army and the weapons profession regardless of the situation that advances the Army as a profession; always choose the hard right • display genuine care and care for the Army and their families; eager to support the growth of personal and professional subordinates • selfless service beyond reproach; fully dedicated to the mission and the Army • led by example regardless of how difficult the circumstances are; integrity and self-discipline are above the reproach of fostering trust in command • displaying a high level of responsibility in accordance with the Ethos of soldiers and the Army as a profession; demonstrate maturity and self-control under pressure • its emphasis on SHARP and EO makes a significant impact on the overall morale and climate of the Battalion as located during annual IG inspections • is consistently performed on spot corrections with respect to SHARP within the organization; foster a harassment-free environment • produce exemplary performance achievements always above normal call of duty • display extreme professionalism in every aspect • be respected by NCO Civil Officers and staff members for their loyalty, dedication to mission • a highly loyal and respectable NCO whose moral and ethical values perfectly serve as standards for others to emulate; the personification of Be, Know, Do • the emblem of an Uncommunicable Officer, constantly demonstrates the highest standards of loyalty, integrity and personal conduct • symbolizes the values of the Army in every aspect of its life • is steadfast, loyal, and dedicated to the duties and visions of senior leaders • mature, ready and confident leaders • takes action at every opportunity to improve the situation of Soldiers and their families • a model of promoting those values to others • outstanding Financial stewards professionally managing organizational funds • ensuring all Soldiers comply with the SHARP program; providing mandatory training for assigned personnel • committing to excellence by providing purpose, direction and motivation to Soldiers, while completing 100% of all tasks • committing to excellence and exuding quality in all tasks, both commissioned and implied • Passionate Senior Leaders dedicated to caring for the Army and upholding Army values • displaying an attitude that can be taken at all times to help promote army values in every Soldier in the organization • demonstrate unquestioned loyalty and integrity as an advisor which is appreciated for ncoa commanders on all NCOES managing climate positive; guaranteed units are trained on the importance of reporting and the great consequences of unfavorable actions • selfless service manifested; ensuring duty obligations are met before giving consideration to personal needs; Enabled Enabled to build trust and credibility • demonstrate an optimal level of integrity; a disciplinary unit that impacts metl success and strengthens morale within the organization • a highly loyal NCO that completes all tasks with outstanding results; fully support the Army's SHARP program • promote a climate in which people are treated with dignity and respect regardless of their race, gender, belief, or religion; unparalleled integrity • realize the highest standards of loyalty and integrity; trusted and important team members • support the Army's SHARP program; fostering an environment free from abuse through training and by its own example • committing to the Army Equal Opportunity Program and allowing the Army to grow as a leader • treating the Army with respect regardless of rank or ethnic gender • it never jeopardizes standards; always use discretion and are made on spot correction to seniors, peers and subordinates • perform tasks in the highest reasonable professional way; true credit to the NCO Corps • a stellar example of Army Values; making one spot correction • the ability to connect with soldiers provides a way to refer Soldiers to appropriate services • build EO and SHARP cultures within platoons that are quickly imitated throughout the battalion; incidents decreased by 65% • using Warrior Ethos to teach the actions of newly assigned personnel units • corruption exposed in the SSA; choosing Army Values over personal safety • breaking soldier concerns to antinable level; everyone is resolved without a lost Soldier • Soldiers demonstrate professionalism and are morally and ethically strong • outstanding leaders, dedicated to mission achievement and the development of colleagues and subordinates • vigorously uphold sharp and EO programs of the Army • Soldiers never compromised standards • display a high level of honesty, loyalty, and integrity • dedicated to the values and traditions of the army • personal lifestyle symbolizes total NCO • displays outstanding devotion to duty • strict adherence to army regulations • has moral principles and strong personal values • committed to the mission of the unit • never hesitate to voice honest opinions • Professional soldiers 24 hours a day • have the moral courage to express their opinions honestly and freely • personal integrity is unquestionable • encourage honesty and values • demonstrate the highest standards of loyalty to superiors and organizations • have the courage to voice their opinions and present their views logically • be strong in character • pride and professionalism • being very loyal to the unit • providing outstanding examples for subordinates • demonstrated sincere to subordinates • staunch believes building a team in his platoon • truly dedicated to the army • truly committed to the team's efforts • is competent and reliable • integrity above reproach • truly reliable in all circumstances • loyal to NCO units and corps • committed to excellence, excellence, Disciplined and enthusiastic NCO • NCO • continues to demonstrate leadership and integrity beyond reproach • professional conduct above reproach • unquestioned integrity • passionately supports equal opportunity and justice for all Soldiers • respected for its honesty and integrity • is not afraid to face sensitive issues • is always candid; standing up for his Soldiers • personal conduct while on duty, reflecting favorably on the NCO corps • supporting the Army's SHARP and EO programs; uphold a climate of dignity and respect for all Soldiers in the platoon • committed to living the Values of the Army and serving as a sterling example for his Army/[back and forth] Soldiers/[back and forth]

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