

OFFICER EVALUATION REPORT

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PART I - ADMINISTRATIVE DATA

| | | | | | | | | | | | | | |
|--|--|--------------------------------|--|---|--|---|--|-------------------------|--|-------------------------------|--|---|--|
| a. NAME (Last, First, Middle Initial): LYONS, MICHAEL S. | | b. GRADE: LT | | c. DATE OF BIRTH: 20110512 | | d. EN: EN | | e. 12A: 12A | | f. (YYYYMMDD) | | g. SUPERVISOR / PMS (MOS): SP5CJ25 / PMS (MOS) | |
| h. 1. UNIT, ORG., STATION, ZIP CODE OR APO, MAJOR COMMAND: 1009TH EN CO, MNB TAREN KOWT, APO AE 09380 CENTCOM | | | | | | | | | | i. 2. STATUS CODE: MOB | | j. REASON FOR SUBMISSION: Annual02 | |
| k. 3. PERIOD COVERED: FROM (YYYYMMDD): 20120402 TO (YYYYMMDD): 20130401 | | l. 4. RATED MONTHS: 120 | | m. 5. RATED OFFICER'S ENCL ADDRESS: WX33AA | | n. 6. RATED OFFICER'S ENCL ADDRESS: GS | | o. 7. CODE: FS03 | | p. 8. PMS CODE: | | | |

PART II - AUTHENTICATION (Rated officer's signature verifies officer has seen completed OER Parts I-VII and the admin data is correct)

| | | | | | | | | | | | | | |
|---|--|----------------------|--|--------------------------------|--|----------------------|--|---|--|---|--|---------------------------------------|--|
| a. NAME OF RATER (Last, First, MI): JACOBS, SETH E. | | b. GRADE: CPT | | c. COMPANY: XXX-X | | d. RANK: CDR | | e. POSITION: CDR | | f. SIGNATURE: JACOBS, SETH E. 125701NK | | g. DATE: (YYYYMMDD): 20130411 | |
| h. NAME OF INTERMEDIATE RATER (Last, First, MI): | | i. GRADE: | | j. COMPANY: | | k. RANK: | | l. POSITION: | | m. SIGNATURE: | | n. DATE: (YYYYMMDD): | |
| o. NAME OF SENIOR RATER (Last, First, MI): RITTER, JACKIE R. | | p. GRADE: LTC | | q. BATTALION: BATTALION | | r. RANK: CDR | | s. POSITION: CDR | | t. SIGNATURE: RITTER, JACKIE R. 11240811 | | u. DATE: (YYYYMMDD): 20130411 | |
| v. SENIOR RATER'S ORGANIZATION: HQ, 120th Engineer Battalion Kandahar Airfield, APO AE 09355 | | | | | | w. BRANCH: EN | | x. SENIOR RATER TELEPHONE NUMBER: 318-421-6151 | | y. E-MAIL ADDRESS (if any): | | z. y-mail: | |
| aa. Is this a referral rating, do you wish to make comments? | | | | | | | | | | bb. SIGNATURE OF RATED OFFICER: LYONS, MICHAEL S. 000711040000 | | cc. DATE: (YYYYMMDD): 20130412 | |

PART III - DUTY DESCRIPTION

a. PRINCIPAL DUTY TITLE: **AFGHANISTAN NATIONAL ARMY MENTOR TEAM PLATOON LEADER** 12A / EN

b. SIGNIFICANT DUTIES AND RESPONSIBILITIES: REFER TO PART IV, DA FORM 67-9-1.
Serves as a Platoon Leader for an Afghan National Army (ANA) Mentor Team in a Mechanized Combat Engineer Company that executes mobility and survivability missions in support of ISAF operations to enable a Multinational Force to apply specific mission groups; responsible for the health, welfare, training, readiness and professional development of assigned personnel; supervises, mentors, and liaisons with all necessary parties to coordinate training, logistics, and readiness of an ANA company for both partnered and independent operations; advises commander and staff on the combat readiness and effectiveness of the ANA Route Clearance Company; responsible for the maintenance and accountability of equipment valued in excess of \$8 million dollars.

PART IV - PERFORMANCE EVALUATION - PROFESSIONALISM (Rater)

CHARACTER: Disposition of the leader; combination of values, attributes, and skills affecting leader actions

| | | | | | | | | | | | | | | | | | | | |
|---|--|--|--|---|--|--|--|---|--|--|--|--|--|--|--|--------------------------|--|--|--|
| a. ARMY VALUES (Comments mandatory for all "NO" entries. See PART Vb.) | | | | Yes | | | | No | | | | AF | | | | AF | | | |
| 1. HONOR: Adherence to the Army's publicly declared code of values. | | | | <input checked="" type="checkbox"/> | | | | <input type="checkbox"/> | | | | <input type="checkbox"/> | | | | <input type="checkbox"/> | | | |
| 2. INTEGRITY: Possesses high personal moral standards; honest in word and deed. | | | | <input checked="" type="checkbox"/> | | | | <input type="checkbox"/> | | | | <input type="checkbox"/> | | | | <input type="checkbox"/> | | | |
| 3. COURAGE: Manifests physical and moral bravery. | | | | <input checked="" type="checkbox"/> | | | | <input type="checkbox"/> | | | | <input type="checkbox"/> | | | | <input type="checkbox"/> | | | |
| 4. LOYALTY: Bears true faith and allegiance to the , the Army, the unit, and the soldier. | | | | <input checked="" type="checkbox"/> | | | | <input type="checkbox"/> | | | | <input type="checkbox"/> | | | | <input type="checkbox"/> | | | |
| b. LEADER ATTRIBUTES / SKILLS / ACTIONS (First, mark "YES" or "NO" for each block. Second, choose a total of six that best describe the rated officer. Select one from ATTRIBUTES, two from SKILLS (Competence), and three from ACTIONS (LEADERSHIP). Place an "X" in the appropriate numbered box with optional comments in PART Vb. Comments are mandatory in Part Vb for all "NO" entries. | | | | | | | | | | | | | | | | | | | |
| b.1. ATTRIBUTES (Select 1): Fundamental qualities and characteristics. | | | | 1. MENTAL: Possesses desire, will, initiative, and discipline. <input checked="" type="checkbox"/> YES <input type="checkbox"/> NO | | | | 2. PHYSICAL: Maintains appropriate level of physical fitness and military bearing. <input checked="" type="checkbox"/> YES <input type="checkbox"/> NO | | | | 3. EMOTIONAL: Displays self-control; calm under pressure. <input checked="" type="checkbox"/> YES <input type="checkbox"/> NO | | | | | | | |
| b.2. SKILLS (Competence) (Select 2): Skill development is part of self-development; prerequisite to action. | | | | 1. CONCEPTUAL: Demonstrates sound judgment, critical/creative thinking, moral reasoning. <input checked="" type="checkbox"/> YES <input type="checkbox"/> NO | | | | 2. INTERPERSONAL: Shows skill with people; coaching, teaching, counseling, motivating and empowering. <input checked="" type="checkbox"/> YES <input type="checkbox"/> NO | | | | 3. TECHNICAL: Possesses the necessary expertise to accomplish all tasks and functions. <input checked="" type="checkbox"/> YES <input type="checkbox"/> NO | | | | | | | |
| b.3. ACTIONS (LEADERSHIP) (Select 3): Major activities leaders perform; influencing, operating, and improving. | | | | 1. COMMUNICATING: Displays good oral, written, and listening skills for individuals / groups. <input checked="" type="checkbox"/> YES <input type="checkbox"/> NO | | | | 2. DECISION-MAKING: Employs sound judgment, logical reasoning and uses resources wisely. <input checked="" type="checkbox"/> YES <input type="checkbox"/> NO | | | | 3. MOTIVATING: Inspires, motivates, and guides others toward mission accomplishment. <input checked="" type="checkbox"/> YES <input type="checkbox"/> NO | | | | | | | |
| INFLUENCING: Method of reaching goals while operating / improving. | | | | 4. PLANNING: Develops detailed, executable plans that are feasible, acceptable, and suitable. <input checked="" type="checkbox"/> YES <input type="checkbox"/> NO | | | | 5. EXECUTING: Shows tactical proficiency; meets mission standards, and takes care of personnel/resources. <input checked="" type="checkbox"/> YES <input type="checkbox"/> NO | | | | 6. ASSESSING: Gives after action and evaluation; leads to facilitate consistent improvement. <input checked="" type="checkbox"/> YES <input type="checkbox"/> NO | | | | | | | |
| OPERATING: Short-term mission accomplishment. | | | | 7. DEVELOPING: Invests adequate time and effort in developing individual subordinates as leaders. <input checked="" type="checkbox"/> YES <input type="checkbox"/> NO | | | | 8. BUILDING: Spends time and resources improving teams, groups and units; fosters ethical climate. <input checked="" type="checkbox"/> YES <input type="checkbox"/> NO | | | | 9. LEARNING: Seeks self-improvement and organizational growth; embracing, adapting and leading change. <input checked="" type="checkbox"/> YES <input type="checkbox"/> NO | | | | | | | |
| IMPROVING: Long-term improvement in the Army as people and organizations. | | | | | | | | | | | | | | | | | | | |

| | | | | | | | |
|---|--|---------------------------|--|-----|--|-----|--|
| c. APT: DA/ENLIGHT | | HEIGHT: 7020120621 | | YES | | 175 | |
| d. OFFICER DEVELOPMENT - MANDATORY YES OR NO ENTRY FOR RATES OF CPTs, LTs, CWs, AND WO1s. | | | | | | | |
| WERE DEVELOPMENTAL TASKS RECORDED ON DA FORM 67-9-1a AND QUARTERLY FOLLOW-UP COUNSELINGS CONDUCTED? <input checked="" type="checkbox"/> YES <input type="checkbox"/> NO <input type="checkbox"/> NA | | | | | | | |

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