

	Hard Vote		
	CPMOS/Job Performance	Leadership	Potential
6	Met Standard in both Intellect and Achieves with bullet comments that support excellence in both Intellect and Achieves and excellence comments in Overall Performance. (BOARD ADDS BROADENING ASSIGNMENT SCOPE TO ONE OF THE HARD SCORES)	Met Standard in both Leads and Develops with comments supporting excellence in both Leads and Develops and one of the following two: 1) BLC completed 2) Acted in a role above their grade	Senior Rater Overall Potential of Most Qualified with comments supporting promote ahead of peers.
5	Met Standard in both Intellect and Achieves with comments that support excellence in either Intellect or Achieves and excellence comments in Overall Performance.	Met Standard in both Leads and Develops with comments supporting excellence in either Leads or Develops and one of the following two: 1) BLC completed 2) Acted in a role above their grade.	Senior Rater Overall Potential of Highly Qualified with comments supporting promote ahead of peers.
4	Met Standard in both Intellect and Achieves with comments that support excellence in either Intellect or Achieves.	Met Standard in both Leads and Develops with comments supporting excellence in either Leads or Develops.	Senior Rater Overall Potential of Qualified with comments supporting promote ahead of peers.
3	Met Standard in both Intellect and Achieves.	Met Standard in both Leads and Develops.	Senior Rater Overall Potential of Qualified with comments supporting promote with peers.
2	Did Not Meet Standard in either Intellect or Achieves.	Did Not Meet Standard in either Leads or Develops.	Senior Rater Overall Potential of Not Qualified or comments supporting promote behind peers.

Soft Vote (+/-/N)
Awards/Honors Disciplinary
(+) ARCOM or 2 AAMs (N) AAM or COA (-) No Awards
Prof Dev Mil/Civ Ed
(+) 60 credits or more of college or Associates Degree or higher or Technical Certification or completed BLC/WLC/PLDC (N) Any post-secondary education (-) No CIVEd above HS
Experience/Assignment History
APFT/HT/WT DA Photo
(+) Met Standard in Presence and passing both most recent APFT and HT/WT on current 4101-1 with APFT score of 270 or higher (N) Met Standard in Presence and passing both most recent APFT and HT/WT on current 4101-1 with APFT score less than 270 (-) Did Not Meet Standard in Presence or failing APFT or HT/WT on current 4101
Dedication Attitude
(+) Met Standard in Character with off-duty volunteer time (N) Met Standard in Character with comments supporting excellence (-) Met Standard in Character with generic bullets or Did Not Meet Standard in Character

6
5
4
3
2

Hard Vote		
CPMOS/Job Performance	Leadership	Potential
(2166-8) Received 3 excellence ratings with one of them in Competence on current eval OR (2166-9-1) Met Standard in both Intellect and Achieves with bullet comments that support excellence in both Intellect and Achieves and excellence comments in Overall Performance. (BOARD ADDS BROADENING ASSIGNMENT SCOPE TO ONE OF THE HARD SCORES)	(2166-8) Received 3 excellence ratings with one of them in Leadership on current eval and one of the following two: 1) Completed ALC/BNCOC 2) Acted in a role above their grade OR (2166-9-1) Met Standard in both Leads and Develops with comments supporting excellence in both Leads and Develops and one of the following two: 1) ALC/BNCOC completed 2) Acted in a role above their grade	(2166-8) Rated Among the Best and SR Promote Ahead of Peers or immediately and SR Potential rating of 1 on current eval OR (2166-9-1) Senior Rater Overall Potential of Most Qualified with comments supporting promote ahead of peers.
(2166-8) Excellence Rating in Competence and one other excellence on current eval OR (2166-9-1) Met Standard in both Intellect and Achieves with comments that support excellence in either Intellect or Achieves and excellence comments in Overall Performance.	(2166-8) Two or more Excellence rating in Leadership within the last 36 months (one on current NCOER - 2166-9-1 block of either Leads or Develops marked Met Standard with comments supporting an excellence rating in either Leads or Develops counts as one Excellence rating) and one of the following two: 1) ALC/BNCOC completed 2) Acted in a role above their grade	(2166-8) Rated Among the Best and SR Promote Ahead of Peers and SR Potential rating of 2 on current eval OR (2166-9-1) Senior Rater Overall Potential of Highly Qualified with comments supporting promote ahead of peers on current eval
(2166-8) Excellence rating in competence with no other excellences on current eval OR (2166-9-1) Met Standard in both Intellect and Achieves with comments that support excellence in either Intellect or Achieves.	(2166-8) One excellence in Leadership block over the last 24 months (2166-9-1 block of either Leads or Develops marked Met Standard with comments supporting an excellence rating in either Leads or Develops counts as an Excellence rating)	(2166-8) Rater - Fully Capable and SR Promote with Peers and SR Potential Rating of 2 on current eval OR (2166-9-1) Senior Rater Overall Potential of Qualified with comments supporting promote ahead of peers on current eval
(2166-8) Success in Competence on current eval with no marks less than Success in last 36 months OR (2166-9-1) Met Standard in both Intellect and Achieves on current eval	(2166-8) Success in leadership on last 24 months of evals OR (2166-9-1) Met Standard in both Leads and Develops.	(2166-8) Rater - Fully Capable and SR Promote with Peers and SR Potential Rating of 3 with nothing less than the above over the last 36 months OR (2166-9-1) Senior Rater Overall Potential of Qualified with comments supporting promote with peers with nothing less over the last 36 months
(2166-8) Needs Improvement in Competence in last 36 months OR (2166-9-1) Did Not Meet Standard in either Intellect or Achieves in last 36 months	(2166-8) Needs Improvement in Leadership in last 36 months OR (2166-9-1) Did Not Meet Standard in Leads or Develops in last 36 months.	(2166-8) Rater - Marginal or SR Do not Promote or needs more time at current grade or SR ratings of 4 or 5 in Potential in last 36 months OR (2166-9-1) Senior Rater Overall Potential of Not Qualified or comments supporting promote behind peers in last 36 months

Soft Vote (+/-/N)
Awards/Honors Disciplinary
(+) ARCOM or Multiple AAMs (N) AAM or COA (-) No Awards
Prof Dev Mil/Civ Ed
(+) 60 credits or more of college or Associates Degree or higher or Technical Certification or completed ALC/BNCOC (N) Any post-secondary education (-) No CIVED above HS
Experience/Assignment History
APFT/HT/WT DA Photo
<small>(+) Met Standard in Presence (2166-9-1) or Success or higher in Physical Fitness and Military Bearing (2166-8) and passing both most recent APFT and HT/WT on current eval with APFT score of 270 or higher (N) Met Standard in Presence (2166-9-1) or Success of higher Physical Fitness and Military Bearing (2166-8) and passing both most recent APFT and HT/WT on current eval with APFT score less than 270 (-) Did Not Meet Standard in Presence (2166-9-1) or Needs Improvement in Physical Fitness and Military Bearing (2166-8) or failing APFT or HT/WT on current eval</small>
Dedication Attitude
(+) Met Standard in Character (2166-9-1) or all Yes in Army Values (2166-8) with off-duty volunteer time (N) Met Standard in Character (2166-9-1) or all Yes in Army Values (2166-8) with comments supporting excellence (-) Met Standard in Character with generic bullets or Did Not Meet Standard in Character (2166-9-1) or a No in Army Values (2166-8)

	Hard Vote		
	CPMOS/Job Performance	Leadership	Potential
6 5 4 3 2	One Far Exceeded Standard and one Exceeded Standard in Achieves and Intellect and a Rater Overall Performance rating of Far Exceeded Standards on current 2166-9-2 and one other evaluation within the last 24 months with the same ratings (Excellence in Competence on 2166-8 counts) (BOARD ADDS BROADENING ASSIGNMENT SCOPE TO ONE OF THE HARD SCORES)	One Far Exceeded Standard and one Exceeded Standard in Leads and Develops on current 2166-9-2 and one other evaluation within the last 24 months with the same ratings (Excellence in Leadership on 2166-8 counts)	Senior Rater Overall Potential rated Most Qualified on current 2166-9-2 OR if 2166-8 is current eval, Rated Among the Best by rater and Senior Rater Potential rating of 1
	Exceeded Standard in both Achieves and Intellect and a Rater Overall Performance rating of Exceeded Standards or higher on current 2166-9-2 and one other evaluation within the last 36 months with the same ratings (Excellence in Competence on 2166-8 counts)	Exceeded Standard in both Leads and Develops on current 2166-9-2 and one other evaluation within the last 36 months with the same ratings (Excellence in Leadership on 2166-8 counts)	Senior Rater Overall Potential rated Highly Qualified on current 2166-9-2 with comments supporting promote ahead of peers OR if 2166-8 is current eval, Senior Rater Potential rating of 2 with comments supporting promote ahead of peers
	Exceeded Standard in either Achieves or Intellect and a Rater Overall Performance rating of Exceeded Standards or higher on current 2166-9-2 (if 2166-8 is current eval, rating of Excellence in competence)	Exceeded Standard in either Leads or Develops on current 2166-9-2 (if 2166-8 is current eval, rating of Excellence in Leadership)	Senior Rater Overall Potential rated Qualified on current 2166-9-2 with comments supporting promote ahead of peers OR if 2166-8 is current eval, Senior Rater Potential rating of 3 with comments supporting promote ahead of peers
	Met Standard in both Achieves and Intellect on current 2166-9-2 with nothing less in last 36 months AND Rater Overall Performance rating of Met Standard on current 2166-9-2 with nothing less in last 36 months OR if 2166-8 is current eval, rating of Success in Competence with nothing less in last 36 months	Met Standard in both Leads and Develops on current 2166-9-2 with nothing less in last 36 months OR if 2166-8 is current eval, rating of Success in Leadership with nothing less in last 36 months	Senior Rater Overall Potential rated Qualified on current 2166-9-2 with comments supporting promote with peers with nothing less in last 36 months OR if 2166-8 is current eval, Senior Rater Potential rating of 3 with comments supporting promote with of peers with nothing less in last 36 months
	Did Not Meet Standard in either Achieves or Intellect or Rater Overall Performance (2166-9-2) in last 36 months OR Needs Improvement in Competence (2166-8) in last 36 months	Did Not Meet Standard in either Leads or Develops (2166-9-2) in last 36 months OR if 2166-8 is current eval, Needs Improvement in any block except Competence in last 36 months	Senior Rater Overall Potential rated Qualified with comments supporting promote behind peers or rated Not Qualified (2166-9-2) in last 36 months OR if 2166-8 is current eval, Senior Rater potential rating of 4 or 5 or Senior Rater potential rating of 3 with comments supporting promote behind peers in last 36 months

Soft Vote (+/-/N)
Awards/Honors Disciplinary
(+) MSM or higher or Multiple ARCOMS (N) One ARCOM or Multiple AAMS (-) One AAM or below
Prof Dev Mil/Civ Ed
(+) Associates Degree or higher or Technical Certification or completed SLC/ANCOC (N) 60 credits or more of college (-) HS Diploma/GED
Experience/Assignment History
APFT/HT/WT DA Photo
(+) Current and up-to-date DA Photo (N) DA Photo not current or out-of-date (-) No DA Photo OR did not meet standard in Presence (2166-9-2) or Physical Fitness and Military Bearing (2166-8)
Dedication Attitude
(+) Met Standard in Character (2166-9-1) or all Yes in Army Values (2166-8) with off-duty volunteer time (N) Met Standard in Character (2166-9-1) or all Yes in Army Values (2166-8) with comments supporting excellence (-) Met Standard in Character with generic bullets or Did Not Meet Standard in Character (2166-9-1) or a No in Army Values (2166-8)

	Hard Vote		
	CPMOS/Job Performance	Leadership	Potential
6 5 4 3 2	One Far Exceeded Standard and one Exceeded Standard in Achieves and Intellect and a Rater Overall Performance rating of Far Exceeded Standards on current 2166-9-2 and two other evaluations within the last 36 months with the same ratings (Excellence in Competence on 2166-8 counts) (BOARD ADDS BROADENING ASSIGNMENT SCOPE TO ONE OF THE HARD SCORES)	One Far Exceeded Standard and one Exceeded Standard in Leads and Develops on current 2166-9-2 and one other evaluation within the last 24 months with the same ratings (Excellence in Leadership on 2166-8 counts)	Senior Rater Overall Potential rated Most Qualified on current 2166-9-2 OR if 2166-8 is current eval, Rated Among the Best by rater and Senior Rater Potential rating of 1
	Exceeded Standard in both Achieves and Intellect and a Rater Overall Performance rating of Exceeded Standards or higher on current 2166-9-2 and one other evaluation within the last 36 months with the same ratings (Excellence in Competence on 2166-8 counts)	Exceeded Standard in both Leads and Develops on current 2166-9-2 and one other evaluation within the last 36 months with the same ratings (Excellence in Leadership on 2166-8 counts)	Senior Rater Overall Potential rated Highly Qualified on current 2166-9-2 with comments supporting promote ahead of peers OR if 2166-8 is current eval, Senior Rater Potential rating of 2 with comments supporting promote ahead of peers
	Exceeded Standard in either Achieves or Intellect and a Rater Overall Performance rating of Exceeded Standards or higher on current 2166-9-2 or Excellence in Competence on 2166-8 in last 24 months	Exceeded Standard in either Leads or Develops on current 2166-9-2 (if 2166-8 is current eval, rating of Excellence in Leadership)	Senior Rater Overall Potential rated Qualified on current 2166-9-2 with comments supporting promote ahead of peers OR if 2166-8 is current eval, Senior Rater Potential rating of 3 with comments supporting promote ahead of peers
	Met Standard in both Achieves and Intellect on current 2166-9-2 with nothing less in last 36 months OR Rater Overall Performance rating of Met Standard on current 2166-9-2 with nothing less in last 36 months OR if 2166-8 is current eval, rating of Success in Competence with nothing less in last 36 months	Met Standard in both Leads and Develops on current 2166-9-2 with nothing less in last 36 months OR if 2166-8 is current eval, rating of Success in Leadership with nothing less in last 36 months	Senior Rater Overall Potential rated Qualified on current 2166-9-2 with comments supporting promote with peers with nothing less in last 36 months OR if 2166-8 is current eval, Senior Rater Potential rating of 3 with comments supporting promote with of peers with nothing less in last 36 months
	Did Not Meet Standard in either Achieves or Intellect or Rater Overall Performance (2166-9-2) in last 36 months OR Needs Improvement in Competence (2166-8) in last 36 months	Did Not Meet Standard in either Leads or Develops (2166-9-2) in last 36 months OR if 2166-8 is current eval, Needs Improvement in any block except Competence in last 36 months	Senior Rater Overall Potential rated Qualified with comments supporting promote behind peers or rated Not Qualified (2166-9-2) in last 36 months OR if 2166-8 is current eval, Senior Rater potential rating of 4 or 5 or Senior Rater potential rating of 3 with comments supporting promote behind peers in last 36 months

Soft Vote (+/-/N)
Awards/Honors Disciplinary
(+) MSM or higher or Multiple ARCOMS (N) One ARCOM or Multiple AAMS (-) One AAM or below
Prof Dev Mil/Civ Ed
(+) Associates Degree or higher or Technical Certification (N) 60 credits or more of college (-) HS Diploma/GED
Experience/Assignment History
APFT/HT/WT DA Photo
(+) Current and up-to-date DA Photo (N) DA Photo not current or out-of-date (-) No DA Photo OR did not meet standard in Presence (2166-9-2) or Physical Fitness and Military Bearing (2166-8)
Dedication Attitude
(+) Met Standard in Character (2166-9-1) or all Yes in Army Values (2166-8) with off-duty volunteer time (N) Met Standard in Character (2166-9-1) or all Yes in Army Values (2166-8) with comments supporting excellence (-) Met Standard in Character with generic bullets or Did Not Meet Standard in Character (2166-9-1) or a No in Army Values (2166-8)

	Hard Vote		
	CPMOS/Job Performance	Leadership	Potential
6	One Far Exceeded Standard and one Exceeded Standard in Achieves and Intellect and a Rater Overall Performance rating of Far Exceeded Standards on current 2166-9-2 and two other evaluations within the last 36 months with the same ratings (Excellence in Competence on 2166-8 counts) (BOARD ADDS BROADENING ASSIGNMENT SCOPE TO ONE OF THE HARD SCORES)	One Far Exceeded Standard and one Exceeded Standard in Leads and Develops on current 2166-9-2 and one other evaluation within the last 24 months with the same ratings (Excellence in Leadership on 2166-8 counts)	Senior Rater Overall Potential rated Most Qualified on current 2166-9-2 OR if 2166-8 is current eval, Rated Among the Best by rater and Senior Rater Potential rating of 1
5	Exceeded Standard in both Achieves and Intellect and a Rater Overall Performance rating of Exceeded Standards or higher on current 2166-9-2 and one other evaluation within the last 36 months with the same ratings (Excellence in Competence on 2166-8 counts)	Exceeded Standard in both Leads and Develops on current 2166-9-2 and one other evaluation within the last 36 months with the same ratings (Excellence in Leadership on 2166-8 counts) OR acted in CSM/Staff SGM role within last 24 months evals	Senior Rater Overall Potential rated Highly Qualified on current 2166-9-2 with comments supporting promote ahead of peers OR if 2166-8 is current eval, Senior Rater Potential rating of 2 with comments supporting promote ahead of peers
4	Exceeded Standard in either Achieves or Intellect and a Rater Overall Performance rating of Exceeded Standards or higher on current 2166-9-2 or Excellence in Competence on 2166-8 in last 24 months	Exceeded Standard in either Leads or Develops on current 2166-9-2 (if 2166-8 is current eval, rating of Excellence in Leadership)	Senior Rater Overall Potential rated Qualified on current 2166-9-2 with comments supporting promote ahead of peers OR if 2166-8 is current eval, Senior Rater Potential rating of 3 with comments supporting promote ahead of peers
3	Met Standard in both Achieves and Intellect on current 2166-9-2 with nothing less in last 36 months AND Rater Overall Performance rating of Met Standard on current 2166-9-2 with nothing less in last 36 months OR if 2166-8 is current eval, rating of Success in Competence with nothing less in last 36 months	Met Standard in both Leads and Develops on current 2166-9-2 with nothing less in last 36 months OR if 2166-8 is current eval, rating of Success in Leadership with nothing less in last 36 months	Senior Rater Overall Potential rated Qualified on current 2166-9-2 with comments supporting promote with peers with nothing less in last 36 months OR if 2166-8 is current eval, Senior Rater Potential rating of 3 with comments supporting promote with of peers with nothing less in last 36 months
2	Did Not Meet Standard in either Achieves or Intellect or Rater Overall Performance (2166-9-2) in last 36 months OR Needs Improvement in Competence (2166-8) in last 36 months	Did Not Meet Standard in either Leads or Develops (2166-9-2) in last 36 months OR if 2166-8 is current eval, Needs Improvement in any block except Competence in last 36 months	Senior Rater Overall Potential rated Qualified with comments supporting promote behind peers or rated Not Qualified (2166-9-2) in last 36 months OR if 2166-8 is current eval, Senior Rater potential rating of 4 or 5 or Senior Rater potential rating of 3 with comments supporting promote behind peers in last 36 months

Soft Vote (+/-/N)
Awards/Honors Disciplinary
(+) MSM or higher (N) Multiple ARCOMs (-) Anything less
Prof Dev Mil/Civ Ed
(+) Bachelors degree or higher or completed USASMA (N) Associates Degree or Technical Certification (-) HS Diploma/GED
Experience/Assignment History
APFT/HT/WT DA Photo
(+) Current and up-to-date DA Photo (N) DA Photo not current or out-of-date (-) No DA Photo OR did not meet standard in Presence (2166-9-2) or Physical Fitness and Military Bearing (2166-8)
Dedication Attitude
(+) Met Standard in Character (2166-9-1) or all Yes in Army Values (2166-8) with off-duty volunteer time (N) Met Standard in Character (2166-9-1) or all Yes in Army Values (2166-8) with comments supporting excellence (-) Met Standard in Character with generic bullets or Did Not Meet Standard in Character (2166-9-1) or a No in Army Values (2166-8)