



# Junior Officer Developmental Support Form

**FRONT SIDE DA FORM 67-5-16**  
**JUNIOR OFFICER DEVELOPMENTAL SUPPORT FORM**  
 FOR USE OF THE SENIOR OFFICER (DA FORM 67-5-15) BY THE JUNIOR OFFICER

NAME OF SENIOR OFFICER (Last, First, MI) \_\_\_\_\_  
 NAME OF JUNIOR OFFICER (Last, First, MI) \_\_\_\_\_

**PART I - IDENTIFICATION** (Use this form to identify the junior officer.)

1. **DESIGNATION** (Include the junior officer's current assignment, grade, and organization.)  
 2. **DATE OF BIRTH** (MM/DD/YYYY)  
 3. **DATE OF COMMISSION** (MM/DD/YYYY)  
 4. **COMPANY** (If applicable, include the unit and location.)

**PART II - CHARACTER** (Describe the junior officer's character, including strengths and weaknesses.)

1. **PERSONALITY** (Describe the junior officer's personality, including traits and characteristics.)  
 2. **LEADERSHIP** (Describe the junior officer's leadership style, including strengths and weaknesses.)  
 3. **PROFESSIONALISM** (Describe the junior officer's professional conduct, including standards and ethics.)  
 4. **COMMUNICATIONS** (Describe the junior officer's communication skills, including listening and speaking.)

**PART III - DEVELOPMENTAL ACTION PLAN** (Describe the junior officer's developmental needs and the actions you will take to address them.)

**COMMUNICATIONS** (Describe the junior officer's communication needs and the actions you will take to address them.)

**DECISION MAKING** (Describe the junior officer's decision-making skills and the actions you will take to address them.)

**MOTIVATION** (Describe the junior officer's motivation and the actions you will take to address them.)

**PLANNING** (Describe the junior officer's planning skills and the actions you will take to address them.)

**EXECUTION** (Describe the junior officer's execution skills and the actions you will take to address them.)

DA Form 67-5-16

**M 67-5-16**  
 Senior Officer's Evaluation of Junior Officer's Performance

1. **IDENTIFICATION** (Use this form to identify the junior officer.)  
 2. **CHARACTER** (Describe the junior officer's character, including strengths and weaknesses.)  
 3. **DEVELOPMENTAL ACTION PLAN** (Describe the junior officer's developmental needs and the actions you will take to address them.)  
 4. **COMMUNICATIONS** (Describe the junior officer's communication skills and the actions you will take to address them.)  
 5. **DECISION MAKING** (Describe the junior officer's decision-making skills and the actions you will take to address them.)  
 6. **MOTIVATION** (Describe the junior officer's motivation and the actions you will take to address them.)  
 7. **PLANNING** (Describe the junior officer's planning skills and the actions you will take to address them.)  
 8. **EXECUTION** (Describe the junior officer's execution skills and the actions you will take to address them.)

Senior Officer's Signature: \_\_\_\_\_ Date: \_\_\_\_\_

Junior Officer's Signature: \_\_\_\_\_ Date: \_\_\_\_\_

Senior Officer's Title: \_\_\_\_\_ Junior Officer's Title: \_\_\_\_\_