



NCOER writing guidance to keep at your fingertips

By Sgt. 1st Class (Ret.) Phil Tegtmeier

Thanks to one noncommissioned officer's frustration and initiative, young NCOs looking for guidance on how to complete a professional Noncommissioned Officer Evaluation Report (NCOER) there is now a Web site dedicated to that very subject.

"I searched the web and gathered helpful ideas and links on how to prepare and write NCOERs and put them in one place," said Sgt. 1st Class Steve Myers, who operates the Web site www.ncoer.com on his own time. Myers said his frustration came from trying to find official guidance beyond the technical details of properly completing the DA Form 2166-8, Noncommissioned Officer Evaluation Report.

Myers was an infantryman serving with the 25th Infantry Division (Light) three years ago when he started the Web site. He had searched the Web for guidance on preparing a leadership development class he was to give. It was then he realized most of the links talked about the "what" and "when" of preparing NCOERs, but not much on the "how." He decided to start a Web site as his way of filling the gap.

During my first trip to the site, I got the impression that I was at a better-than-amateurish, less-than-sophisticated stop on the information highway. But the site's simplicity didn't stop me from realizing that I'd found a professional source for links, information and chat opportunities.

I guess I'm a lucky guy; when I first hit the Web site I got a popup window informing me that I was the hourly winner of a cruise vacation. Myers said the advertisers he gets help offset the cost of running the site and that he ensures he accepts only "G-rated" advertising. I certainly wasn't offended by any of the advertising that keeps this important source of information up and running.

The home page is clean and well organized, with a banner across the top, a link directory in a bar running down the left side and other links with short descriptions of what can be found at the linked site in the main white window pane.

Overall, it's very easy to find information on very specific topics regarding the NCOER.

The links in the main section of the page appear in black type rather than the traditional blue color of hyperlinks, so it's not obvious to all users that they lead somewhere. But after running my mouse arrow over the first link and having it turn red, I got the hang of it. I clicked on the first one and the referred site opened in a separate window – a feature I appreciate.

The external links take the visitor to commercial dot-coms, non-profit organizations and official Army Web sites. Internal links include a chat room where anyone who prepares NCOERs can exchange views on how to write bullets, when to give someone an "excellent" rating or how to enter skill codes on the evaluation form. Myers moderates the chats, provides expertise and keeps chats focused on specific topics.

Myers also includes sample bullet comments, categorized by the various sections of the evaluation form, at another link.

"Although my site has example bullets on areas like competence, leadership and responsibility, they're not intended to be 'copy-and-paste' items," Myers said. Rather, he explained, they should help the visitor get a fresh idea or two about how to document performance in the real world.

I was impressed with the accuracy of the information and advice available on this site, and I recommend it for officers, civilians and NCOs who may need help writing an NCOER.

How we rate it

Ease of use:



Value to user:



Design quality:



Overall rating:



(Scale of 1-5 stars)