GENERAL

army oer support form bullets examples

Published: September 3, 2026 | Index ID: #-

Introduction

The Army Officer Evaluation Report (OER) is one of the most critical documents in a military career. It serves as a formal record of an officer's performance, leadership, and potential for future assignments. Within the OER, the **support form**—often referred to as the "supporting bullet" section—plays a pivotal role in providing concrete, measurable evidence of an officer's accomplishments. For many service members, crafting effective OER support form bullets can be the difference between a promotion and stagnation. This guide dives deep into the art and science of writing *army oer support form bullets examples*, offering practical tips, common pitfalls, and ready to use templates that can be adapted to any rank or assignment.

What Is an Army OER Support Form?

The support form is a structured section of the OER that allows an officer's supervisor to document specific actions, results, and impacts. While the overall OER includes narrative evaluations and rating scales, the support form focuses on short, action oriented statements—bullets—that highlight measurable achievements. These bullets are reviewed by higher headquarters, promotion boards, and career development officers, making them a key component of an officer's professional portfolio.

In the Army's OER system, each support form is divided into multiple categories, such as:

- Leadership and Management: Demonstrating command presence, decision making, and team cohesion.
- Mission Accomplishment: Quantifying results, such as mission success rates, operational readiness, or training outcomes.
- Professional Development: Highlighting courses, certifications, or mentorship roles.
- Innovation and Problem Solving: Showcasing new processes, technologies, or cost saving initiatives.

Every bullet must adhere to the Army's guidelines: it should be concise (typically 15–20 words), action oriented, and evidence based. The support form is not a place for fluff or vague praise; it is a data driven snapshot of an officer's impact.

Why Support Form Bullets Matter

Support form bullets are more than just filler text. They serve several critical functions:

1. Objectivity: By focusing on measurable outcomes, bullets reduce subjectivity in evaluations.
2. Comparability: Promotion boards can compare officers across units and commands using standardized metrics.
3. Career Visibility: Strong bullets capture the attention of senior leaders, making an officer a prime candidate for assignments, assignments, or awards.
4. Performance Tracking: They provide a historical record of achievements that can be referenced during career counseling or professional development planning.

Because of these benefits, supervisors invest considerable effort in crafting precise, impactful bullets that reflect an officer's true performance.

Components of an OER Support Form

While the overall structure of an OER support form is standardized, the content varies by rank, branch, and assignment. Below is a typical layout:

- Section 1 – Leadership: Focuses on command presence, decision making, and mentorship.
- Section 2 – Mission Accomplishment: Quantifies mission results, such as training hours, operational readiness, or mission success.
- Section 3 – Professional Development: Lists courses completed, certifications earned, and professional contributions.
- Section 4 – Innovation & Problem Solving: Highlights new processes, cost savings, or technology adoption.
- Section 5 – Personal Qualities: Reflects integrity, resilience, and adaptability.

Each section requires a balanced mix of qualitative insights and quantitative data. The goal is to present a holistic view of the officer's performance while staying within the word limits.

How to Write Effective Bullets

Crafting high impact bullets is both an art and a science. Below are proven guidelines that will help you transform routine achievements into compelling evidence of excellence.

1. Start with a Strong Action Verb

Every bullet should begin with a dynamic verb that conveys initiative. Examples include "Led," "Implemented," "Optimized," "Mentored," and "Streamlined." Avoid generic words like "helped" or "assisted."

2. Quantify Results

Numbers provide context and credibility. Instead of saying "Improved training," say "Improved training effectiveness by 25% through a revised curriculum." If you can't use a precise number, use relative terms such as "significant," "substantial," or "notable."

3. Keep It Concise

Bullets should be brief—ideally 15–20 words. Use abbreviations only when they are well known within the Army community (e.g., "NCOIC," "S3"). Avoid unnecessary adjectives and filler words.

4. Focus on Impact, Not Tasks

Instead of describing duties ("Conducted training sessions"), highlight outcomes ("Conducted 15 training sessions that increased squad readiness by 30%"). Emphasize what the action achieved.

5. Use the "Action – Result – Impact" Format

Structure each bullet as: **Action** + **Result** + **Impact.**Example: "Implemented a new logistics protocol, reducing supply chain delays by 40%, enhancing mission readiness."

6. Align with Army Values

Weave core values—Duty, Loyalty, Integrity, Self less Service, Respect, Excellence—into your bullets. For instance, "Exercised integrity by auditing supply records, identifying $12k in discrepancies."

7. Tailor to the Officer's Rank and Role

Senior officers should focus on strategic influence, while junior officers can emphasize execution and initiative. Adjust language accordingly.

8. Review for Accuracy and Clarity

Ensure that every claim is verifiable and that the bullet is free of ambiguity. Have a peer or mentor proofread before submission.

Common Mistakes to Avoid

- Over generalization: Phrases like “Excellent performance” are vague. Provide specific evidence.
- Using Passive Voice: Passive constructions dilute accountability. Stick to active voice.
- Exceeding Word Limits: Exceeding the prescribed length can lead to truncation or rejection.
- Failing to Quantify: Without numbers, bullets lack impact.
- Ignoring Army Values: Neglecting to align bullets with values can reduce their effectiveness.
- Inconsistent Formatting: Mixed styles confuse reviewers. Follow the Army’s formatting guidelines.

Sample Bullets for Different Roles

Below are illustrative examples of OER support form bullets for various ranks and assignments. These can be adapted to fit your specific context.

Company Level Officer (Captain)

- Leadership: “Led a 120 soldier company through a 4 week deployment, maintaining 100% casualty free record.”
- Mission Accomplishment: “Implemented a new training regimen, boosting squad combat readiness by 35%.”
- Professional Development: “Completed Advanced Tactical Training, earning distinction for tactical innovation.”
- Innovation: “Introduced a digital after action review system, cutting reporting time by 50%.”
- Personal Qualities: “Demonstrated unwavering integrity during a critical supply audit, uncovering $15k in misallocated funds.”

Battalion Level Officer (Major)

- Leadership: “Oversaw 3,000 personnel during a multinational exercise, achieving 100% mission success.”
- Mission Accomplishment: “Reconfigured logistics workflow, reducing supply lead time by 20% and saving $250k annually.”
- Professional Development: “Authored a best practice guide adopted by 10 units across the division.”
- Innovation: “Championed the adoption of UAV reconnaissance, increasing situational awareness by 40%.”
- Personal Qualities: “Exemplified self less service by volunteering 200 hours in community outreach.”

Staff Officer (Colonel)

- Leadership: “Directed cross functional teams of 200+ to implement a new doctrine, influencing 5 brigade level units.”
- Mission Accomplishment: “Led a strategic initiative that reduced operational downtime by 15%, enhancing force readiness.”
- Professional Development: “Mentored 12 junior officers, all promoted to field grade within 2 years.”
- Innovation: “Spearheaded an AI driven logistics platform, cutting inventory costs by 30%.”
- Personal Qualities: “Displayed exceptional resilience, maintaining command effectiveness during a 6 month deployment.”

Non Commissioned Officer (Sergeant)

- Leadership: “Coached 30 soldiers, resulting in a 25% increase in physical fitness scores.”
- Mission Accomplishment: “Organized a 5 day humanitarian mission, delivering aid to 1,200 civilians.”
- Professional Development: “Completed the Army Leadership School, earning top honors.”
- Innovation: “Implemented a new inventory tracking system, reducing equipment loss by 18%.”

- Personal Qualities: “Demonstrated respect by fostering an inclusive team culture.”

Tips for Tail

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