

COMMANDER'S PROFESSIONAL/CAREER DEVELOPMENT COUNSELING FORM The proponent is the FORSCOM Retention Office					Date	
Principal Purpose: To assist leaders conducting and recording annual professional/career development counseling data pertaining to subordinates IAW AR 601-280, Appendix C.						
Pre-Counseling Soldier Information						
Name			Unit (Platoon, Company/Troop/Battery & Battalion/Squadron)		Email (<i>Preferred</i>)	
MOS	MOS Strength* (Circle one) <u>Shortage</u> <u>Balanced</u> <u>Overstrength</u> <small>*Based on current Reclassification In/Out Call message</small>		Rank	RCP	Phone Number (<i>Personal</i>)	
Military / Civilian Education Levels / Goals						
GT Score*		NCOES Level	SSD Level	Military Course(s) Needed	Civilian Level	
<small>*GT Score Target = 100 to qualify for future consideration for: Drill Sergeant or Recruiting Duty, Special/Nominative Assignments, Enlisted Instructor/Adviser Positions, Presidential Support Activities, or Observer/Controller Assignments.</small>						
<small>*GT Score Target = 110 to qualify for future consideration for: Special Forces training (110), Special Operations assignments (107) opportunities, and commissioning opportunities, i.e. Officer Candidate School (110), ROTC Green-to-Gold (110), and Warrant Officer Candidate (110).</small>						
SHORT TERM GOALS & PLAN (<i>Professional</i>)				SHORT TERM GOALS & PLAN (<i>Personal</i>)		
LONG TERM GOALS & PLAN (<i>Professional</i>)				LONG TERM GOALS & PLAN (<i>Personal</i>)		
SOLDIER: If otherwise qualified/eligible, would you reenlist today? (Circle one)						
Yes	No	Maybe	Remarks/Explain Personal Needs/Wants/Desires (Military/Civilian) (Be specific)			
LEADER: The focus of this counseling is to check on the status of professional and career goals and to assist the Soldier in overcoming obstacles to the accomplishment of those goals. This counseling should also serve as a means for the leader to further assess the Soldier's goals, expectations, and understanding of the command's mission. The Soldier will be informed of both positive and negative aspects of current performance and methods to overcome shortcomings or to further improve performance. If the Soldier is in an over-strength MOS or is noncompetitive for promotion, retraining options should also be discussed.						
Is this Soldier a candidate for continued service? (Circle one)						
Yes	No	Remarks/Explain (Be specific)			Candidate for Bar to Reenlistment/separation? (if 'No' circled, discuss bar to reenlistment/separation procedures)	
RANK/NAME OF CDR/1SG			INITIALS		DATE	INITIALS OF COUNSELED

SOLDIER REMARKS SECTION *(Continued)*

Include additional Goal and Plan data, remarks or notes, as necessary.

FIRST LINE LEADER ASSESSMENT

Include specific comments on Soldier's performance and potential, as necessary.

COMMANDER/1SG REMARKS SECTION *(Continued)*

Include additional remarks or notes, as necessary.

Note: Both the leader and the individual counseled should retain a copy of this annual professional/career development counseling and a copy will be furnished to the servicing Career Counselor for filing with retention packet.