

DA 3355 PROMOTION POINT WORKSHEET

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ACHIEVING PROMOTION WITHIN THE UNITED STATES ARMY REQUIRES A DEEP UNDERSTANDING OF THE ENLISTED PROMOTION SYSTEM AND THE DILIGENT MANAGEMENT OF YOUR SOLDIER RECORD BRIEF (SRB). UNDERSTANDING THE DA 3355 PROMOTION POINT WORKSHEET IS NOT JUST A RECOMMENDATION; IT'S A CRITICAL NECESSITY FOR ANY SOLDIER AIMING TO ADVANCE THEIR CAREER. THIS COMPREHENSIVE GUIDE WILL DEMYSTIFY THE DA 3355, EXPLAINING ITS PURPOSE, DETAILING THE VARIOUS PROMOTION POINTS AVAILABLE, AND OFFERING PRACTICAL STRATEGIES FOR MAXIMIZING YOUR SCORE. WE'LL COVER EVERYTHING FROM EDUCATION AND MILITARY TRAINING TO AWARDS AND CIVILIAN EDUCATION, PROVIDING ACTIONABLE ADVICE TO HELP YOU NAVIGATE THE PROMOTION SYSTEM EFFECTIVELY. WHETHER YOU'RE A JUNIOR ENLISTED SOLDIER PREPARING FOR YOUR FIRST PROMOTION OR A SEASONED NCO LOOKING TO REACH HIGHER RANKS, THIS ARTICLE IS DESIGNED TO EQUIP YOU WITH THE KNOWLEDGE TO EXCEL.

UNDERSTANDING THE DA 3355 PROMOTION POINT WORKSHEET

THE DA 3355, OFFICIALLY TITLED THE "PROMOTION POINTS WORKSHEET," IS THE CORNERSTONE DOCUMENT USED BY THE U.S. ARMY TO CALCULATE AND TRACK A SOLDIER'S ELIGIBILITY FOR PROMOTION TO THE RANK OF SERGEANT (E-5) AND STAFF SERGEANT (E-6) THROUGH THE HIGHLY COMPETITIVE NON-COMMISSIONED OFFICER (NCO) PROMOTION SYSTEM. IT SERVES AS A TRANSPARENT LEDGER OF ALL ACHIEVEMENTS AND QUALIFICATIONS THAT CONTRIBUTE TO A SOLDIER'S OVERALL PROMOTION POTENTIAL. THIS WORKSHEET IS CRUCIAL BECAUSE IT TRANSLATES TANGIBLE ACCOMPLISHMENTS INTO QUANTIFIABLE POINTS, WHICH ARE THEN USED IN CONJUNCTION WITH ARMY-WIDE ESTABLISHED THRESHOLDS TO DETERMINE WHO IS SELECTED FOR PROMOTION. MASTERING THE DA 3355 MEANS UNDERSTANDING PRECISELY WHERE YOUR POINTS COME FROM AND HOW TO STRATEGICALLY INCREASE THEM.

THE PURPOSE AND IMPORTANCE OF THE DA 3355

THE PRIMARY PURPOSE OF THE DA 3355 IS TO PROVIDE A STANDARDIZED AND OBJECTIVE METHOD FOR EVALUATING SOLDIERS FOR PROMOTION. IT ENSURES FAIRNESS BY ALLOWING EVERY SOLDIER TO BE ASSESSED BASED ON THE SAME CRITERIA. THE ARMY USES A POINTS SYSTEM TO RANK SOLDIERS WITHIN THEIR MILITARY OCCUPATIONAL SPECIALTY (MOS) AND COMPETITIVE CATEGORY. SOLDIERS WHO ACCUMULATE A SUFFICIENT NUMBER OF POINTS ARE ELIGIBLE TO BE CONSIDERED FOR PROMOTION WHEN A QUOTA BECOMES AVAILABLE. THE WORKSHEET IS UPDATED REGULARLY AND IS A REFLECTION OF A SOLDIER'S CAREER PROGRESSION AND COMMITMENT TO PROFESSIONAL DEVELOPMENT. IT'S A LIVING DOCUMENT THAT SHOULD BE REVIEWED AND MAINTAINED BY THE SOLDIER THEMSELVES, OFTEN WITH GUIDANCE FROM THEIR CHAIN OF COMMAND AND CAREER COUNSELOR.

HOW THE DA 3355 TRANSLATES TO PROMOTION

PROMOTION IS NOT SOLELY BASED ON TIME IN SERVICE OR BASIC PERFORMANCE. THE ARMY'S PROMOTION SYSTEM, PARTICULARLY FOR THE NCO RANKS, IS HEAVILY INFLUENCED BY A SOLDIER'S ABILITY TO EXCEL IN VARIOUS AREAS THAT CONTRIBUTE TO THEIR OVERALL SCORE ON THE DA 3355. EACH CATEGORY ON THE WORKSHEET IS ASSIGNED A MAXIMUM POINT VALUE, AND SOLDIERS EARN POINTS BASED ON THEIR DOCUMENTED ACHIEVEMENTS. THE TOTAL POINTS ACCUMULATED DETERMINE A SOLDIER'S STANDING RELATIVE TO THEIR PEERS. WHEN THE ARMY DETERMINES IT NEEDS TO PROMOTE SOLDIERS TO A PARTICULAR RANK IN A SPECIFIC MOS, IT WILL ESTABLISH A "CUTTING SCORE" OR MINIMUM POINT THRESHOLD. SOLDIERS WHO MEET OR EXCEED THIS THRESHOLD ARE THEN CONSIDERED FOR PROMOTION, WITH THE HIGHEST POINT EARNERS TYPICALLY BEING SELECTED FIRST.

KEY PROMOTION POINT CATEGORIES ON THE DA 3355

THE DA 3355 IS BROKEN DOWN INTO SEVERAL DISTINCT CATEGORIES, EACH CONTRIBUTING TO A SOLDIER'S TOTAL

PROMOTION SCORE. UNDERSTANDING THESE CATEGORIES IS THE FIRST STEP IN EFFECTIVELY MANAGING YOUR PROMOTION PACKET. EACH CATEGORY HAS SPECIFIC RULES REGARDING HOW POINTS ARE AWARDED, AND IT'S VITAL TO ENSURE ALL DOCUMENTATION IS ACCURATE AND CURRENT.

MILITARY EDUCATION AND TRAINING POINTS

THIS IS OFTEN ONE OF THE MOST SIGNIFICANT CONTRIBUTORS TO A SOLDIER'S PROMOTION POINTS. IT ENCOMPASSES FORMAL MILITARY COURSES, SCHOOLS, AND TRAINING PROGRAMS.

- **BASIC LEADER COURSE (BLC):** ESSENTIAL FOR PROMOTION TO SERGEANT, BLC IS A FOUNDATIONAL LEADERSHIP COURSE.
- **ADVANCED LEADER COURSE (ALC):** REQUIRED FOR PROMOTION TO STAFF SERGEANT, ALC FURTHER DEVELOPS LEADERSHIP AND TECHNICAL SKILLS.
- **SENIOR LEADER COURSE (SLC):** WHILE NOT DIRECTLY ON THE DA 3355 FOR INITIAL NCO PROMOTIONS, COMPLETION OF SLC CAN INDIRECTLY IMPACT CAREER PROGRESSION AND DEMONSTRATE COMMITMENT TO ADVANCED DEVELOPMENT.
- **WARRIOR TRAINING:** COURSES SUCH AS AIR ASSAULT, AIRBORNE, PATHFINDER, AND EXPERT INFANTRYMAN BADGE (EIB) OR EXPERT FIELD MEDICAL BADGE (EFMB) AWARD SIGNIFICANT POINTS.
- **MOS-SPECIFIC SCHOOLS:** ADVANCED MOS-RELATED TRAINING AND COURSES CAN PROVIDE VALUABLE POINTS.

IT IS CRUCIAL TO HAVE ALL COMPLETED MILITARY SCHOOLS OFFICIALLY RECORDED ON YOUR SOLDIER RECORD BRIEF (SRB) TO RECEIVE CREDIT ON THE DA 3355. SOLDIERS SHOULD PROACTIVELY ENSURE THAT SCHOOL TRANSCRIPTS AND CERTIFICATES OF COMPLETION ARE SUBMITTED TO THEIR BATTALION S1 OR RELEVANT ADMINISTRATIVE SECTION FOR UPDATING.

AWARDS AND DECORATIONS POINTS

RECOGNITION FOR OUTSTANDING PERFORMANCE AND VALOR IS A DIRECT PATHWAY TO EARNING PROMOTION POINTS. THE TYPE AND LEVEL OF THE AWARD DETERMINE THE NUMBER OF POINTS AWARDED.

- **PURPLE HEART:** AWARDED TO THOSE WOUNDED OR KILLED IN ACTION.
- **BRONZE STAR MEDAL:** FOR HEROIC OR MERITORIOUS ACHIEVEMENT OR SERVICE.
- **MERITORIOUS SERVICE MEDAL:** FOR EXCEPTIONAL MERITORIOUS CONDUCT IN THE PERFORMANCE OF DUTY.
- **ARMY COMMENDATION MEDAL:** FOR CONSISTENTLY DISPLAYED SUPERIOR PERFORMANCE OF DUTY.
- **GOOD CONDUCT MEDAL:** EARNED FOR EXEMPLARY CONDUCT AND SERVICE.
- **OTHER AWARDS:** INCLUDING VARIOUS BADGES, CERTIFICATES OF ACHIEVEMENT, AND OTHER COMMENDATIONS.

THE HIERARCHY OF AWARDS MATTERS. HIGHER-LEVEL AWARDS, SUCH AS THOSE AWARDED BY A JOINT CHIEFS OF STAFF OR A DEPARTMENT OF THE ARMY LEVEL, GENERALLY CARRY MORE POINTS THAN AWARDS GIVEN AT A UNIT LEVEL. ENSURE ALL AWARDS ARE PROPERLY DOCUMENTED WITH THEIR ACCOMPANYING AWARD ORDERS.

CIVILIAN EDUCATION POINTS

THE ARMY VALUES SOLDIERS WHO PURSUE HIGHER EDUCATION AND SELF-IMPROVEMENT OUTSIDE OF FORMAL MILITARY TRAINING. COLLEGE CREDITS AND DEGREES CAN SIGNIFICANTLY BOOST A PROMOTION PACKET.

- **COLLEGE DEGREES:** ASSOCIATE'S, BACHELOR'S, MASTER'S, AND DOCTORAL DEGREES ARE AWARDED POINTS BASED ON THEIR LEVEL.
- **COLLEGE CREDITS:** EVEN INDIVIDUAL COLLEGE COURSES THAT DO NOT LEAD TO A FULL DEGREE CAN EARN POINTS.
- **ACCREDITATION:** ENSURE THAT THE INSTITUTIONS ATTENDED ARE ACCREDITED.

VERIFICATION OF CIVILIAN EDUCATION REQUIRES SUBMITTING OFFICIAL TRANSCRIPTS DIRECTLY FROM THE ACCREDITED INSTITUTION. COLLEGES MAY HAVE SPECIFIC PROCEDURES FOR SENDING TRANSCRIPTS TO EXTERNAL ORGANIZATIONS, SO IT IS THE SOLDIER'S RESPONSIBILITY TO INITIATE THIS PROCESS WELL IN ADVANCE.

WEAPONS QUALIFICATION POINTS

PROFICIENCY WITH INDIVIDUAL AND CREW-SERVED WEAPONS IS A FUNDAMENTAL SKILL FOR ALL SOLDIERS. DEMONSTRATING MARKSMANSHIP EXCELLENCE CAN EARN POINTS.

- **PISTOL QUALIFICATION:** TYPICALLY AWARDED POINTS FOR ACHIEVING A "SHARPSHOOTER" OR "EXPERT" RATING.
- **RIFLE/CARBINE QUALIFICATION:** SIMILAR TO PISTOL QUALIFICATION, ACHIEVING HIGHER QUALIFICATION LEVELS ON THE M4 OR M16 YIELDS POINTS.
- **CREW-SERVED WEAPONS:** QUALIFICATION ON WEAPONS SUCH AS THE M240, M249, JAVELIN, OR TOW MISSILE SYSTEMS CAN ALSO AWARD POINTS.

IT IS IMPORTANT TO NOTE THAT FOR PROMOTION POINTS, WEAPONS QUALIFICATIONS GENERALLY HAVE A SHELF LIFE, MEANING POINTS MAY ONLY BE AWARDED FOR RECENT QUALIFICATIONS. SOLDIERS SHOULD STAY CURRENT WITH THEIR MARKSMANSHIP TRAINING AND ENSURE NEW QUALIFICATIONS UPDATE THEIR SRB.

PHYSICAL FITNESS AND WELLNESS POINTS

WHILE NOT A DIRECT POINT CATEGORY ON THE DA 3355 IN THE SAME WAY AS EDUCATION OR AWARDS, MAINTAINING AN EXCELLENT ARMY PHYSICAL FITNESS TEST (APFT) SCORE OR THE NEWER ARMY COMBAT FITNESS TEST (ACFT) SCORE IS CRITICAL. WHILE THE DIRECT POINTS FOR A PERFECT SCORE MIGHT NOT BE LISTED AS A SEPARATE LINE ITEM IN OLDER SYSTEMS, CONSISTENTLY PASSING THE APFT/ACFT WITH HIGH SCORES IS A PREREQUISITE FOR PROMOTION AND IS OFTEN REFLECTED IN A SOLDIER'S OVERALL EVALUATION REPORT, WHICH INDIRECTLY INFLUENCES PROMOTION CONSIDERATION. FURTHERMORE, PARTICIPATION IN PHYSICAL READINESS PROGRAMS OR SPECIFIC ATHLETIC COMPETITIONS MIGHT BE RECOGNIZED.

PROFESSIONAL MILITARY EXPERIENCE AND PERFORMANCE EVALUATION POINTS

THIS CATEGORY ENCOMPASSES A SOLDIER'S DEMONSTRATED LEADERSHIP, TECHNICAL PROFICIENCY, AND OVERALL PERFORMANCE AS DOCUMENTED IN THEIR NCO EVALUATION REPORTS (NCOERs).

- **NCOERS:** CONSISTENT “MOST QUALIFIED” RATINGS ON NCOERS ARE CRUCIAL. WHILE NCOERS THEMSELVES DON’T AWARD DIRECT NUMERICAL POINTS ON THE DA 3355, THE ASSESSMENT OF A SOLDIER’S PERFORMANCE AND POTENTIAL BY THEIR RATERS AND SENIOR RATERS IS A SIGNIFICANT FACTOR IN PROMOTION BOARD EVALUATIONS, WHICH ARE INFORMED BY THE SRB.
- **LEADERSHIP POSITIONS:** HOLDING KEY LEADERSHIP BILLETS WITHIN A UNIT, SUCH AS SQUAD LEADER, TEAM LEADER, OR SECTION CHIEF, DEMONSTRATES A SOLDIER’S READINESS FOR INCREASED RESPONSIBILITY.
- **ARMY SERVICE RIBBON:** A FOUNDATIONAL RIBBON SIGNIFYING COMPLETION OF INITIAL ENTRY TRAINING.

A SOLDIER’S RECORD OF PERFORMANCE, AS REFLECTED IN THEIR NCOERS AND THEIR ABILITY TO EFFECTIVELY LEAD AND MANAGE SUBORDINATES, IS HEAVILY SCRUTINIZED. COMMANDERS OFTEN CONSIDER A SOLDIER’S DOCUMENTED PERFORMANCE WHEN ENDORSING THEIR PROMOTION PACKETS.

MAXIMIZING YOUR PROMOTION POINTS STRATEGICALLY

SIMPLY KNOWING THE CATEGORIES IS NOT ENOUGH; PROACTIVE MANAGEMENT AND STRATEGIC PLANNING ARE ESSENTIAL TO MAXIMIZING YOUR PROMOTION POINTS AND STANDING OUT FROM THE COMPETITION.

PROACTIVE DOCUMENT MANAGEMENT

THE DA 3355 IS ONLY AS GOOD AS THE DOCUMENTATION SUPPORTING IT. SOLDIERS MUST TAKE OWNERSHIP OF THEIR RECORDS.

- **REGULARLY REVIEW YOUR SRB:** CHECK YOUR SOLDIER RECORD BRIEF (SRB) AT LEAST QUARTERLY, OR AFTER ANY SIGNIFICANT TRAINING OR AWARD EVENT, TO ENSURE ACCURACY AND COMPLETENESS.
- **MAINTAIN PERSONAL RECORDS:** KEEP COPIES OF ALL CERTIFICATES, AWARDS ORDERS, TRANSCRIPTS, AND OTHER SUPPORTING DOCUMENTS IN A SECURE, ORGANIZED SYSTEM.
- **SUBMIT DOCUMENTATION PROMPTLY:** DON’T WAIT FOR YOUR NCO OR SUPERVISOR TO ASK FOR DOCUMENTS. SUBMIT THEM AS SOON AS THEY ARE EARNED OR COMPLETED.

ACCURACY IS PARAMOUNT. AN INCORRECT ENTRY OR MISSING DOCUMENT CAN COST VALUABLE POINTS OR, WORSE, LEAD TO DISQUALIFICATION. WORK CLOSELY WITH YOUR UNIT’S S1 OR ADMINISTRATIVE PERSONNEL TO ENSURE ALL YOUR ACHIEVEMENTS ARE PROPERLY RECORDED.

TARGETED MILITARY EDUCATION

NOT ALL MILITARY EDUCATION IS CREATED EQUAL IN TERMS OF PROMOTION POINTS. PRIORITIZE COURSES THAT OFFER THE MOST SIGNIFICANT ADVANTAGES.

- **FOCUS ON REQUIRED NCO COURSES:** BLC AND ALC ARE NON-NEGOTIABLE FOR ADVANCEMENT.
- **PURSUE SKILL-ENHANCING SCHOOLS:** SCHOOLS LIKE AIR ASSAULT, AIRBORNE, OR THE EIB/EFMB NOT ONLY PROVIDE

POINTS BUT ALSO ENHANCE YOUR SOLDIERING SKILLS AND DEMONSTRATE A COMMITMENT TO EXCELLENCE.

- **MOS-SPECIFIC ADVANCED TRAINING:** SEEK OUT ADVANCED COURSES DIRECTLY RELATED TO YOUR MOS TO BECOME A SUBJECT MATTER EXPERT.

DISCUSS YOUR PROFESSIONAL DEVELOPMENT GOALS WITH YOUR NCO SUPPORT CHANNEL AND CAREER COUNSELOR TO IDENTIFY THE MOST BENEFICIAL COURSES FOR YOUR CAREER PATH AND THE ARMY'S NEEDS.

STRATEGIC AWARD APPLICATION AND NOMINATION

WHILE YOU CANNOT SELF-NOMINATE FOR MOST AWARDS, YOU CAN ENSURE YOUR EXCEPTIONAL PERFORMANCE IS RECOGNIZED.

- **PERFORM BEYOND EXPECTATIONS:** CONSISTENTLY EXCEED THE STANDARDS IN YOUR DUTIES.
- **DOCUMENT YOUR ACCOMPLISHMENTS:** KEEP A PERSONAL LOG OF YOUR ACHIEVEMENTS, CONTRIBUTIONS, AND INSTANCES WHERE YOU DEMONSTRATED LEADERSHIP OR VALOR.
- **COMMUNICATE WITH YOUR LEADERSHIP:** MAKE SURE YOUR SUPERVISORS ARE AWARE OF YOUR CONTRIBUTIONS AND THE IMPACT YOU ARE MAKING.

STRONG PERFORMANCE NARRATIVES IN YOUR NCOERs ARE OFTEN THE CATALYST FOR AWARD RECOMMENDATIONS. A WELL-WRITTEN NCOER CAN HIGHLIGHT ACHIEVEMENTS THAT WARRANT FORMAL RECOGNITION.

PURSUING CIVILIAN EDUCATION STRATEGICALLY

CIVILIAN EDUCATION IS AN INVESTMENT IN YOUR FUTURE, BOTH MILITARY AND CIVILIAN.

- **ALIGN EDUCATION WITH CAREER GOALS:** CONSIDER DEGREES OR COURSES THAT COMPLEMENT YOUR MOS OR FUTURE CAREER ASPIRATIONS.
- **UTILIZE TUITION ASSISTANCE:** TAKE ADVANTAGE OF ARMY TUITION ASSISTANCE TO OFFSET THE COST OF CIVILIAN EDUCATION.
- **PLAN COURSEWORK FOR MAXIMUM POINT IMPACT:** UNDERSTAND THE POINT STRUCTURE FOR DEGREES AND CREDITS TO MAXIMIZE YOUR SCORE.

SOME SOLDIERS MAY FIND IT BENEFICIAL TO COMPLETE AN ASSOCIATE'S DEGREE BEFORE PROMOTION TO SERGEANT AND A BACHELOR'S DEGREE BEFORE PROMOTION TO STAFF SERGEANT, AS THESE ARE SIGNIFICANT POINT EARNERS.

THE ROLE OF LEADERSHIP AND MENTORSHIP

YOUR CHAIN OF COMMAND AND EXPERIENCED NCOs PLAY A VITAL ROLE IN YOUR PROMOTION JOURNEY.

SEEKING GUIDANCE FROM YOUR NCO SUPPORT CHANNEL

YOUR NCOs ARE YOUR PRIMARY RESOURCE FOR UNDERSTANDING PROMOTION REQUIREMENTS AND STRATEGIES.

- **REGULARLY DISCUSS GOALS:** HAVE OPEN CONVERSATIONS WITH YOUR DIRECT SUPERVISOR ABOUT YOUR PROMOTION ASPIRATIONS.
- **SEEK FEEDBACK:** ACTIVELY SOLICIT FEEDBACK ON YOUR PERFORMANCE AND AREAS FOR IMPROVEMENT.
- **ASK ABOUT THE DA 3355:** DON'T HESITATE TO ASK YOUR NCO TO REVIEW YOUR WORKSHEET AND PROVIDE ADVICE ON INCREASING YOUR POINTS.

A GOOD NCO WILL MENTOR YOU, HELP YOU IDENTIFY OPPORTUNITIES, AND GUIDE YOU IN NAVIGATING THE ADMINISTRATIVE PROCESSES. THEY HAVE A VESTED INTEREST IN YOUR SUCCESS.

LEVERAGING ARMY CAREER COUNSELORS

ARMY CAREER COUNSELORS ARE EXPERTS IN MILITARY CAREER PROGRESSION AND CAN OFFER INVALUABLE ASSISTANCE.

- **UNDERSTAND PROMOTION MILESTONES:** COUNSELORS CAN EXPLAIN THE SPECIFIC REQUIREMENTS FOR PROMOTION TO EACH RANK.
- **IDENTIFY TRAINING OPPORTUNITIES:** THEY CAN HELP YOU FIND RELEVANT MILITARY AND CIVILIAN EDUCATION COURSES.
- **REVIEW YOUR SRB AND DA 3355:** COUNSELORS CAN ASSIST IN ENSURING YOUR RECORDS ARE ACCURATE AND COMPLETE.

MAKE APPOINTMENTS WITH YOUR UNIT'S CAREER COUNSELOR PERIODICALLY TO REVIEW YOUR CAREER PATH AND ENSURE YOU ARE ON TRACK FOR PROMOTION.

COMMON PITFALLS TO AVOID

EVEN WITH THE BEST INTENTIONS, SOLDIERS CAN MAKE MISTAKES THAT HINDER THEIR PROMOTION PROSPECTS. BEING AWARE OF THESE COMMON ERRORS CAN HELP YOU PREVENT THEM.

NEGLECTING RECORD MAINTENANCE

A SOLDIER'S SRB AND THE DA 3355 ARE NOT STATIC DOCUMENTS. THEY REQUIRE CONTINUOUS ATTENTION.

- **OUTDATED INFORMATION:** FAILURE TO UPDATE THE SRB WITH NEW AWARDS, SCHOOLS, OR QUALIFICATIONS IS A PRIMARY REASON FOR LOST POINTS.
- **INACCURATE DATA:** TYPOS OR INCORRECT COURSE DATES CAN INVALIDATE POINTS.
- **LACK OF PERSONAL COPIES:** NOT HAVING YOUR OWN COPIES OF KEY DOCUMENTS CAN MAKE IT DIFFICULT TO VERIFY

INFORMATION.

TREAT YOUR MILITARY RECORD AS YOU WOULD A PERSONAL FINANCIAL STATEMENT; REVIEW IT REGULARLY FOR ACCURACY AND COMPLETENESS.

FOCUSING ON ONLY ONE PROMOTION POINT CATEGORY

WHILE SOME CATEGORIES CARRY MORE WEIGHT, A BALANCED APPROACH IS OFTEN MORE EFFECTIVE.

- **OVER-RELIANCE ON EDUCATION:** WHILE EDUCATION IS CRUCIAL, NEGLECTING AWARDS OR MARKSMANSHIP CAN LEAVE YOU VULNERABLE IF CUTTING SCORES FLUCTUATE.
- **IGNORING PHYSICAL FITNESS:** AN EXCELLENT SCORE ON THE ACFT IS A BASELINE REQUIREMENT AND IMPACTS OVERALL EVALUATION.

AIM FOR EXCELLENCE ACROSS ALL MEASURABLE CATEGORIES TO BUILD THE STRONGEST POSSIBLE PROMOTION PACKET.

WAITING TOO LONG TO START

THE PROMOTION PROCESS IS A MARATHON, NOT A SPRINT. PROACTIVE PLANNING IS KEY.

- **PROCRASTINATION:** DELAYING THE PURSUIT OF EDUCATION, AWARDS, OR RECORD UPDATES UNTIL YOU ARE "DUE" FOR PROMOTION IS OFTEN TOO LATE.
- **ASSUMING DOCUMENTATION IS HANDLED:** DO NOT ASSUME THAT YOUR UNIT WILL AUTOMATICALLY TRACK AND SUBMIT ALL YOUR ACHIEVEMENTS.

BEGIN BUILDING YOUR PROMOTION PACKET FROM DAY ONE OF YOUR CAREER. EVERY ACHIEVEMENT, NO MATTER HOW SMALL IT MAY SEEM AT THE TIME, CAN CONTRIBUTE TO YOUR FUTURE SUCCESS.

THE EVOLVING LANDSCAPE OF ARMY PROMOTIONS

THE ARMY CONTINUOUSLY REVIEWS AND UPDATES ITS PERSONNEL POLICIES, INCLUDING PROMOTION CRITERIA.

ADAPTING TO CHANGES IN THE PROMOTION SYSTEM

THE ARMY HAS MOVED TOWARDS A SYSTEM THAT EMPHASIZES A SOLDIER'S OVERALL DEVELOPMENT AND POTENTIAL.

- **INCREASED EMPHASIS ON ACFT:** THE TRANSITION TO THE ACFT MEANS THAT PHYSICAL READINESS REMAINS A CRITICAL COMPONENT.

- **TALENT MANAGEMENT INITIATIVES:** THE ARMY IS INCREASINGLY LOOKING AT A SOLDIER'S DEMONSTRATED POTENTIAL AND LEADERSHIP CAPABILITIES, WHICH ARE REFLECTED IN EVALUATIONS AND SPECIAL ASSIGNMENTS.
- **CONTINUOUS LEARNING:** THE ARMY CULTURE STRONGLY ENCOURAGES LIFELONG LEARNING, BOTH MILITARY AND CIVILIAN.

STAYING INFORMED ABOUT POLICY CHANGES THROUGH ARMY HRC, YOUR COMMAND, AND OFFICIAL PUBLICATIONS IS ESSENTIAL TO ADAPTING YOUR PROMOTION STRATEGY.

THE FUTURE OF THE DA 3355 AND PROMOTION POINTS

WHILE THE DA 3355 AS A PHYSICAL WORKSHEET MAY EVOLVE WITH TECHNOLOGICAL ADVANCEMENTS AND SYSTEM INTEGRATION, THE UNDERLYING PRINCIPLE OF A POINT-BASED SYSTEM FOR PROMOTION WILL LIKELY PERSIST. THE ARMY'S COMMITMENT TO A DATA-DRIVEN APPROACH TO PERSONNEL MANAGEMENT ENSURES THAT ACHIEVEMENTS AND QUALIFICATIONS WILL CONTINUE TO BE MEASURED. SOLDIERS SHOULD THEREFORE FOCUS ON BUILDING A STRONG, WELL-DOCUMENTED RECORD OF PERFORMANCE, EDUCATION, AND LEADERSHIP, AS THESE ARE THE FUNDAMENTAL BUILDING BLOCKS OF A SUCCESSFUL PROMOTION PACKET IN ANY ERA.

FREQUENTLY ASKED QUESTIONS

WHAT IS THE DA FORM 3355 AND WHAT IS ITS PRIMARY PURPOSE?

DA FORM 3355 IS THE PROMOTION POINTS WORKSHEET, A CRITICAL DOCUMENT USED BY THE U.S. ARMY TO CALCULATE THE TOTAL POINTS A SOLDIER HAS EARNED TOWARDS PROMOTION. ITS PRIMARY PURPOSE IS TO PROVIDE A STANDARDIZED AND TRANSPARENT METHOD FOR EVALUATING AND RANKING SOLDIERS FOR PROMOTION CONSIDERATION.

WHAT ARE THE MAIN CATEGORIES OF PROMOTION POINTS SOLDIERS CAN EARN ON DA FORM 3355?

THE MAIN CATEGORIES TYPICALLY INCLUDE: (1) MILITARY EDUCATION (E.G., NCOES COURSES, ALS, MLC), (2) MARKSMANSHIP (E.G., RIFLE AND PISTOL QUALIFICATIONS), (3) PHYSICAL FITNESS (E.G., APFT SCORES, HEIGHT AND WEIGHT COMPLIANCE), (4) AWARDS AND DECORATIONS, AND (5) CIVILIAN EDUCATION (E.G., COLLEGE DEGREES, CERTIFICATIONS).

HOW IS THE DA FORM 3355 USED IN THE ARMY'S PROMOTION SYSTEM?

THE DA FORM 3355 SERVES AS THE PRIMARY TOOL FOR THE ARMY'S NON-COMMISSIONED OFFICER (NCO) PROMOTION SYSTEM. SOLDIERS ACCUMULATE POINTS ACROSS VARIOUS CATEGORIES, AND THESE POINTS, ALONG WITH THEIR ARMY SERVICE COMPONENT COMMAND (ASCC) LINE SCORES AND THE ARMY PROMOTION TABLE, DETERMINE THEIR STANDING FOR PROMOTION TO THE NEXT RANK.

ARE THERE ANY RECENT CHANGES OR TRENDS IMPACTING HOW POINTS ARE AWARDED ON DA FORM 3355?

RECENT TRENDS INCLUDE AN INCREASED EMPHASIS ON MILITARY EDUCATION, PARTICULARLY RELEVANT PROFESSIONAL MILITARY EDUCATION (PME) COURSES. ADDITIONALLY, THE ARMY IS CONTINUOUSLY EVALUATING AND UPDATING THE POINT VALUES FOR VARIOUS ACHIEVEMENTS AND QUALIFICATIONS TO ALIGN WITH CURRENT STRATEGIC PRIORITIES AND CAREER DEVELOPMENT GOALS. STAYING UPDATED ON AR 600-8-19 AND RELATED ALARACT MESSAGES IS CRUCIAL.

WHAT ARE COMMON MISTAKES OR PITFALLS SOLDIERS MAKE WHEN FILLING OUT OR REVIEWING THEIR DA FORM 3355?

COMMON MISTAKES INCLUDE FAILING TO CLAIM ALL ELIGIBLE POINTS, SUBMITTING OUTDATED OR INCORRECT SUPPORTING DOCUMENTATION, ERRORS IN CALCULATIONS, NOT UNDERSTANDING THE SPECIFIC CRITERIA FOR EACH POINT CATEGORY, AND NOT REVIEWING THEIR WORKSHEET THOROUGHLY BEFORE IT'S SUBMITTED. IT'S ESSENTIAL FOR SOLDIERS TO ACTIVELY MANAGE AND VERIFY THEIR OWN WORKSHEETS.

WHERE CAN SOLDIERS FIND THE MOST UP-TO-DATE INFORMATION AND REGULATIONS CONCERNING THE DA FORM 3355 AND PROMOTION POINT CALCULATIONS?

THE MOST AUTHORITATIVE SOURCE OF INFORMATION IS ARMY REGULATION (AR) 600-8-19, 'ENLISTED PROMOTIONS AND REDUCTIONS.' ADDITIONALLY, SOLDIERS SHOULD REGULARLY CHECK FOR ARMY-WIDE ADMINISTRATIVE MESSAGES (ALARACT) AND SPECIFIC GUIDANCE FROM THEIR COMMAND, AS THESE OFTEN PROVIDE THE LATEST UPDATES AND CLARIFICATIONS ON PROMOTION POINT CALCULATIONS AND WORKSHEET SUBMISSION.

ADDITIONAL RESOURCES

HERE ARE 9 BOOK TITLES RELATED TO PROMOTION POINT WORKSHEETS, OFTEN FOUND IN MILITARY CONTEXTS, WITH DESCRIPTIONS:

1. *IMPACTFUL PERFORMANCE: MAXIMIZING YOUR PROMOTION POTENTIAL*

THIS BOOK DELVES INTO THE CRITICAL COMPONENTS OF MILITARY PERFORMANCE EVALUATIONS AND HOW THEY DIRECTLY TRANSLATE INTO PROMOTION POINTS. IT PROVIDES ACTIONABLE STRATEGIES FOR SOLDIERS TO CONSISTENTLY EXCEED EXPECTATIONS AND DOCUMENT THEIR ACHIEVEMENTS EFFECTIVELY. READERS WILL LEARN HOW TO UNDERSTAND THEIR SERVICE RECORD, HIGHLIGHT KEY CONTRIBUTIONS, AND PRESENT THEMSELVES IN THE MOST FAVORABLE LIGHT FOR ADVANCEMENT.

2. *STRATEGIC ADVANCEMENT: NAVIGATING THE MILITARY PROMOTION SYSTEM*

THIS GUIDE OFFERS A COMPREHENSIVE OVERVIEW OF THE MILITARY'S PROMOTION PROCESS, WITH A SPECIFIC FOCUS ON UNDERSTANDING AND UTILIZING PROMOTION POINT WORKSHEETS. IT BREAKS DOWN COMPLEX SYSTEMS, EXPLAINING HOW DIFFERENT ACTIVITIES AND ACHIEVEMENTS ACCRUE POINTS. THE BOOK AIMS TO EMPOWER SERVICE MEMBERS WITH THE KNOWLEDGE TO STRATEGICALLY PURSUE OPPORTUNITIES THAT WILL BOLSTER THEIR PROMOTION PACKETS.

3. *EXCELLENCE IN SERVICE: CRAFTING YOUR MILITARY CAREER PATH*

THIS TITLE FOCUSES ON BUILDING A SUCCESSFUL MILITARY CAREER THROUGH DELIBERATE PLANNING AND EXECUTION. IT EMPHASIZES THE IMPORTANCE OF UNDERSTANDING THE CRITERIA FOR PROMOTION AND HOW TO ALIGN ONE'S EFFORTS WITH THOSE REQUIREMENTS. THE BOOK INCLUDES ADVICE ON SEEKING OUT CHALLENGING ASSIGNMENTS, OBTAINING RELEVANT CERTIFICATIONS, AND PARTICIPATING IN ACTIVITIES THAT CONTRIBUTE TO A STRONG PROMOTION POINT WORKSHEET.

4. *THE LEADER'S EDGE: BUILDING A COMPETITIVE MILITARY PROFILE*

THIS BOOK IS DESIGNED FOR AMBITIOUS SERVICE MEMBERS LOOKING TO DISTINGUISH THEMSELVES AND GAIN A COMPETITIVE ADVANTAGE FOR PROMOTION. IT EXPLORES HOW TO LEVERAGE EDUCATIONAL ACHIEVEMENTS, MILITARY AWARDS, AND LEADERSHIP EXPERIENCES TO MAXIMIZE ONE'S PROMOTION POINT TOTAL. THE EMPHASIS IS ON CREATING A WELL-ROUNDED PROFILE THAT CLEARLY DEMONSTRATES READINESS FOR HIGHER RESPONSIBILITY.

5. *ACHIEVING RANK: A SOLDIER'S GUIDE TO PROMOTION*

THIS PRACTICAL MANUAL SERVES AS A ROADMAP FOR SOLDIERS AIMING TO ADVANCE IN RANK. IT OFFERS STRAIGHTFORWARD EXPLANATIONS OF HOW PROMOTION SYSTEMS WORK AND THE ROLE OF THE PROMOTION POINT WORKSHEET WITHIN THEM. THE BOOK PROVIDES TIPS ON GATHERING DOCUMENTATION, UNDERSTANDING SCORING MECHANISMS, AND PROACTIVELY ENGAGING IN ACTIVITIES THAT EARN VALUABLE POINTS.

6. *MASTERING YOUR MILITARY RECORD: STRATEGIES FOR PROMOTION SUCCESS*

THIS TITLE EMPHASIZES THE METICULOUS MANAGEMENT OF A SERVICE MEMBER'S OFFICIAL RECORD AS A CORNERSTONE OF PROMOTION. IT GUIDES READERS ON HOW TO ENSURE THEIR PROMOTION POINT WORKSHEET ACCURATELY REFLECTS THEIR ACCOMPLISHMENTS AND QUALIFICATIONS. THE BOOK ALSO COVERS COMMON PITFALLS TO AVOID AND BEST PRACTICES FOR MAINTAINING A PRISTINE AND COMPELLING RECORD.

7. POINT OF ADVANTAGE: UNLOCKING YOUR MILITARY PROMOTION POTENTIAL

THIS BOOK FOCUSES ON IDENTIFYING AND CAPITALIZING ON EVERY OPPORTUNITY TO EARN PROMOTION POINTS. IT EXPLORES A WIDE RANGE OF ELIGIBLE ACTIVITIES, FROM EDUCATION AND TRAINING TO DEPLOYMENTS AND COMMUNITY INVOLVEMENT. THE NARRATIVE IS GEARED TOWARDS EMPOWERING SOLDIERS TO UNDERSTAND THE VALUE OF EACH POTENTIAL POINT AND STRATEGICALLY PURSUE THEM.

8. THE PROMOTION EQUATION: DECODING MILITARY ADVANCEMENT

THIS TITLE BREAKS DOWN THE "EQUATION" OF MILITARY PROMOTION, HIGHLIGHTING THE VARIOUS INPUTS THAT CONTRIBUTE TO A SOLDIER'S OVERALL POINT TOTAL. IT PROVIDES CLEAR EXPLANATIONS OF HOW DIFFERENT CATEGORIES, SUCH AS MILITARY EDUCATION, AWARDS, AND PERFORMANCE EVALUATIONS, ARE WEIGHTED. THE BOOK AIMS TO DEMYSTIFY THE PROCESS AND PROVIDE A CLEAR PATH FOR ADVANCEMENT.

9. SERVICE AND SUCCESS: YOUR GUIDE TO MILITARY PROMOTION

THIS BOOK OFFERS A HOLISTIC APPROACH TO ACHIEVING PROMOTION, INTEGRATING PERSONAL DEVELOPMENT WITH STRATEGIC ENGAGEMENT WITH THE PROMOTION SYSTEM. IT UNDERScores THE IMPORTANCE OF CONSISTENT PERFORMANCE, CONTINUOUS LEARNING, AND ACTIVE PARTICIPATION IN MILITARY LIFE. THE GUIDE HELPS READERS UNDERSTAND HOW THEIR SERVICE CONTRIBUTIONS DIRECTLY IMPACT THEIR PROMOTION POINT WORKSHEET AND OVERALL CAREER PROGRESSION.

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