Navigating the **Real** Military to Civilian Transition:
Coaching & Networking Event

**SPECIAL TOPIC:**
TRANSITION AS PROCESS
Transition is a three phase psychological reorientation process

- The process is not linear and tidy. It is messy. It is full of ups and downs
- Each traveler is unique and each journey is unique
- We are often confronted with multiple transitions
### Transition as Process

**Letting Go - Selectively**

**Hold on to ...**
- Putting mission accomplishment first even in harsh conditions, with time pressures and resource constraints
- Being responsive and adaptable
- Performing as a member of a team or solo
- Taking direction or giving direction
- Taking care of your coworkers

**Let go of...**
- Military rank
- Military language
- The uniform (and its civilian counterpart)
- Attitude of entitlement
- Attitude of superiority or arrogance
Many Veterans are surprised by, and unprepared for, the emotional rollercoaster of transition.

There is almost always an element of grieving – especially when the choice to leave the service is not voluntary.

The grieving steps are not linear or sequential; not once done and over.

These emotional steps are normal unless you get trapped in them.
Most Veterans have a reasonable idea about the “6 Cs” (i.e., content of work, context, culture, colleagues, capabilities, and compensation). However, 43% of Veterans leave their first job within the first year—most for better pay, higher positions, more opportunity, and better cultural fit. Some are forced to leave, typically because of cultural or skill mismatch. No one wins so let’s work on this!