

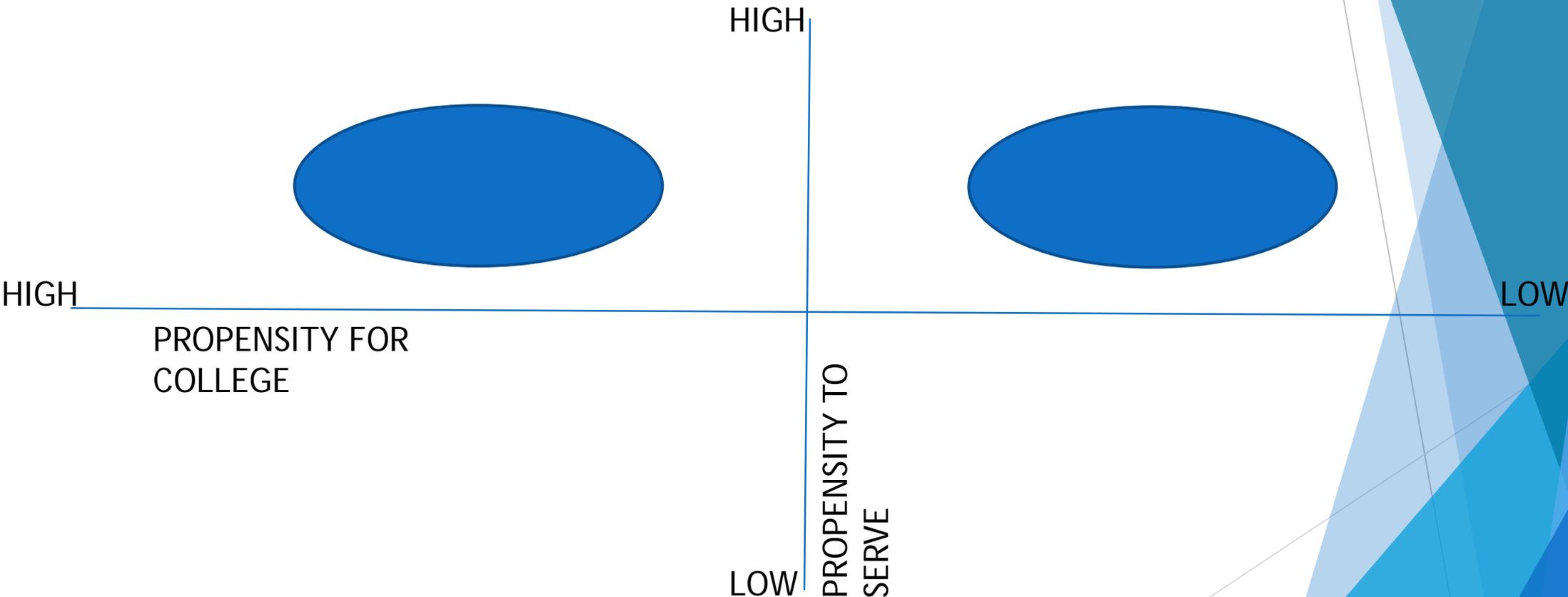
RETENTION ISSUES:
IT IS MOSTLY ABOUT
TRANSITION

THINKING ABOUT GOING TO SCHOOL? Why?

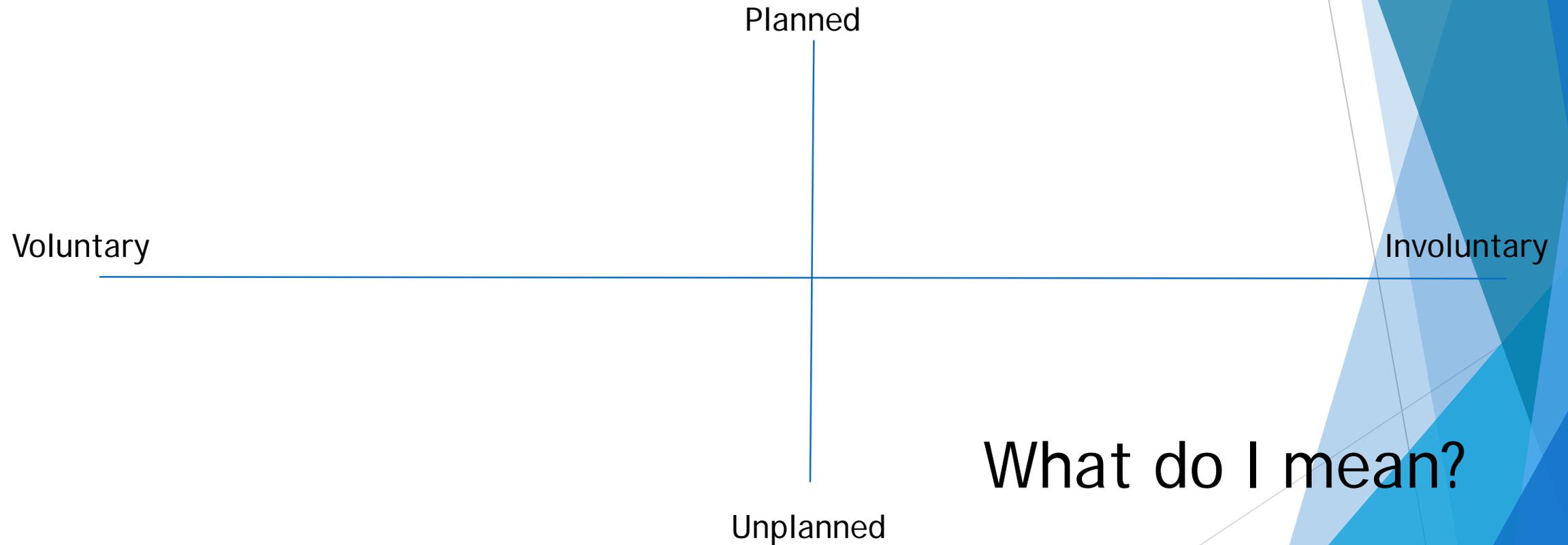
Did you do your homework?

Do our homework!

Military Service verse going to college



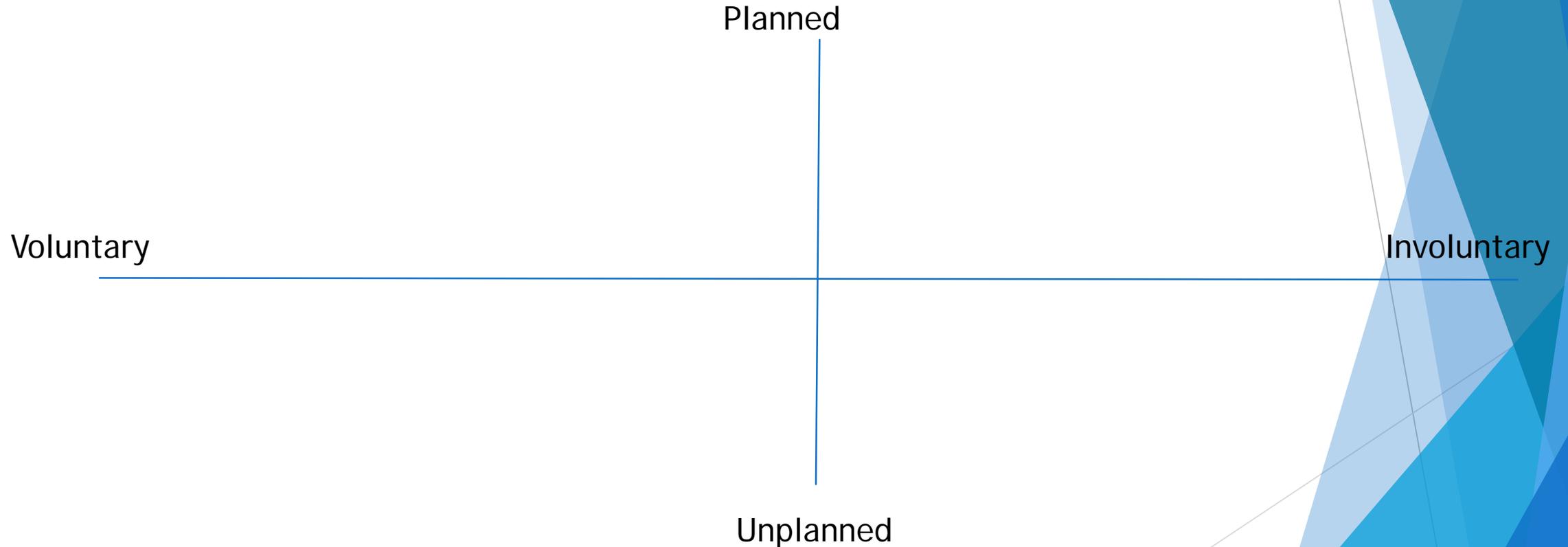
Type of separation from service, planned verse voluntary



Transition out of the military can be sort of like grieving:

- ▶ Denial - I cannot believe I am out. What do I do now?
- ▶ Anger - What do you mean I can't re-enlist? (Or did not promote)
- ▶ Depression - This S_____s!
- ▶ Bargaining - What if I volunteer to rejoin?
- ▶ Acceptance - Okay. I guess this is for real. Let's get moving.

Depending on where you're starting...
and your mindset...this could take a while.



The world outside the military works differently

- ▶ It is not right
- ▶ It is not wrong
- ▶ It is simply different

Have you traveled?

What reminds you that you are in a foreign country?

Transition out of the military is not a visit to a foreign country

This is moving to STAY and LIVE in a foreign culture.

Who teaches you the new culture?

- ▶ There is NO drill sergeant for life after the military
- ▶ There is NO boot camp or basic training
- ▶ There are no short cuts

You are responsible for learning how to navigate your new world.

However, just like coming into the military, you will not do well if you have to teach yourself.

You will need a French teacher in order to learn French - even better if they WERE French.

“Camaraderie”

What is really being missed?

- ▶ MISSION/Team/Tools
(Alignment)
- ▶ Character/Values with peers
- ▶ People you can trust

Learning the language of a new culture

- ▶ This is more than translating skills for a resume
- ▶ This is more than dropping the military acronyms and learning new ones
- ▶ This includes learning to speak about yourself
- ▶ This includes learning specifics about your new career field
- ▶ This means CHOOSING to change, not entirely, but...

Learning the values of a new culture

- ▶ This includes learning about networking
 - ▶ How to
 - ▶ Why
 - ▶ The full power of contributing to your network
- ▶ Your confidence in your brand
- ▶ The value you bring to your new employer

Learning who YOU are in YOUR new culture

- ▶ You are unique
- ▶ Your circumstances are NOT unique
- ▶ Learning who you were, who you are and identifying who you want to be are crucial to mapping your path

How to make it less painful (LESS painful)

- ▶ Own it
 - ▶ You have to own it, nobody else can
 - ▶ You get to own it
- ▶ Do not believe either of the prevailing narratives
 - ▶ You are not a hero
 - ▶ You are not broken
 - ▶ Well, maybe you are broken - but you do not need to embrace brokenness
 - ▶ Do not allow others to tell you that you are broken
- ▶ Choose to continue to press on (The Sea of "Cs")

Transitioning goes on and on: Sea of Cs

Complacent _____ Careless

You must be willing to move out of your comfort zone. Staying where you are leads to complacency, no growth. However, do not act with recklessness or careless abandon. Try things, grow, be willing to be uncomfortable.

As you move into a new behavior, it will become more comfortable and eventually very comfortable.

You must be willing to move out of your comfort zone.....

The military works this way, so you did not have to manage this on your own in the past. You now must own your own growth.

Why are veterans at YOUR school?

What are they looking for there?

How can you help them find it?

Where are they in their transition?

How can you help them move along the path?