

Military Transition Workbook

**TAKE
TIME
TO
THINK**

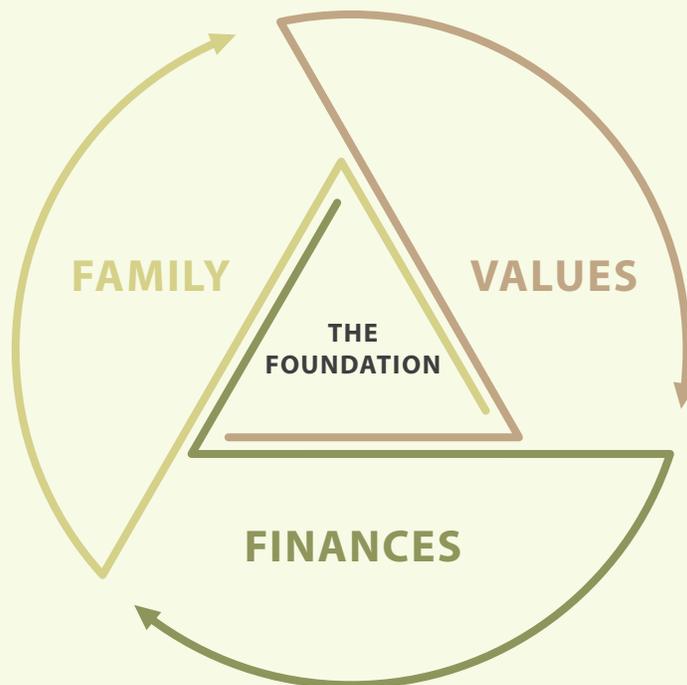
Colonel Ted Studdard, USMC (RET)

Exiting the Service: **HAVE YOU PLANNED?**

I thought I was prepared to exit the service; *I was wrong.*

I underestimated the transition and subsequent transformation required to move into my next career and into the next phase of life. What struck me when I was leaving the military was the number of choices I had. This is eye opening and can be overwhelming if you are not prepared. I talk to veterans every week, and from my experience in talent acquisition at a Fortune 25 company, I can confidently say I would have benefitted from assessing my priorities while I was still in the service. Doing so would have helped me navigate this unique opportunity more effectively.

Evaluating and ranking the considerations that I suggest in this book will lay the groundwork for a rewarding new direction. Approaching this a year or two before you exit will offer you time to think without the pressure of having to find work right away.



Family, values, and finances are the foundation for your job search.

VALUES

You accepted the values of your military branch and would not have served multiple tours if you didn't believe in the values. The same applies to Corporate America. You will have good days and bad days, but if your values align with your company's values, you're more apt to stay when challenges arise.



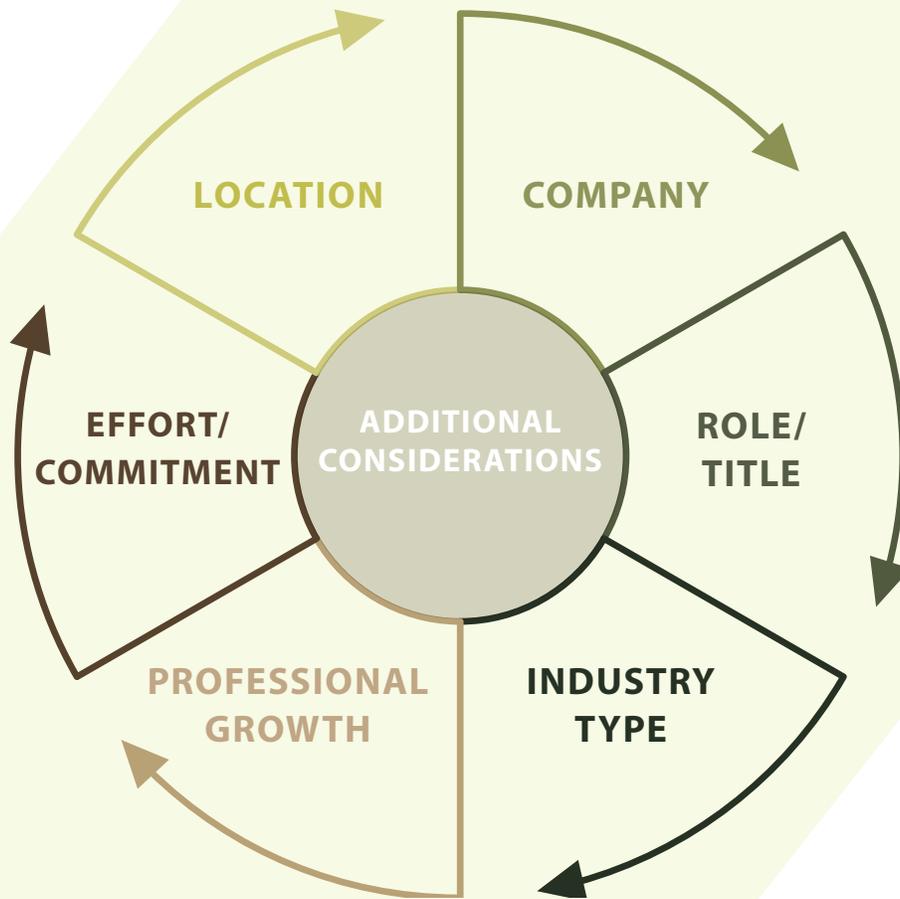
- Define your values and assess how well they align with those of the companies you are exploring.
- Are the company's values just on paper, or is the company really living them? Go beyond what is written in the corporate values statement; research the corporation and see how it is living its values.

As I was preparing to retire, I talked with numerous service members who had retired before me. I was surprised by the number of times they changed employers. In several cases, they chose an employer whose values did not align with their own and it led to a break-up when challenges arose. Comparing your values to those of prospective companies can help you refine your job search before you exit the service. If you are aligned with the values of a company, you'll know you are in the right place. You will have a connection beyond the job and a richer work experience that will help see you through the challenges that we all invariably face.

What are the company values that are important to you?

ADDITIONAL CONSIDERATIONS

Now that you have laid the foundation, it's time to determine what is most important to you and your family regarding new opportunities outside of the service. Consider the following: location, company, role/title, industry type, professional growth, and effort/commitment. These are not in any specific order and there is no right or wrong answer. The key is to think through each of these and put them in the priority that is best for you and your family.



PROFESSIONAL GROWTH

There are a significant number of people who exit the service at a relatively young age and have many years of work ahead of them. Most want to do their best and continue to grow. These driving forces are ingrained and might influence you to take a job that has less responsibility because doing so can open up exciting growth opportunities as you learn your new role. Once you get your foot in the door and begin learning, your natural abilities and your work ethic will give you what you need to advance.

If you want to grow, do your research and find out if the company or position provides for upward mobility. In the service, you knew there were certain locations and roles you needed to take on to build the experience necessary for promotion. You were aware that accepting difficult jobs led to opportunity; the same is true in the business world. Organizations have spoken and unspoken rules, and you and your family must be aware of them. Increasing responsibility may require relocation, or a stint at the Corporate Headquarters.

If your family is not willing to move, and location is more important than advancement, be aware of this. A position that requires you to move may not be the best fit for you.



- Do you want to grow and have more responsibility within your company?
- Are you and your family willing to relocate for growth opportunities?

What kind of growth opportunities do you want to have?

MOVING FORWARD INTO YOUR NEXT CONTRIBUTION

“ I trust this guide will bring clarity,
focus and peace of mind to you and
your family as you move forward. ”

Colonel Ted Studdard, USMC (RET)

As a new tactics instructor, my commanding officer, Colonel Bob Fawcett, USMC, said to me, “No matter what the circumstances are, there is always time to think.” He is right, whether working under pressure at the Pentagon, in field training, or in combat. There is always time to think. We are wired to move and act with a sense of urgency, but, in this case, we definitely need to take some time to think and reflect with our family before moving forward. This pause will help make your move more successful and more rewarding. I trust this guide will bring clarity, focus and peace of mind to you and your family as you move forward.

I hope this workbook helps you as you prepare for this period of transition and transformation. If you have any questions, please do not hesitate to reach out to me through any of the channels below:



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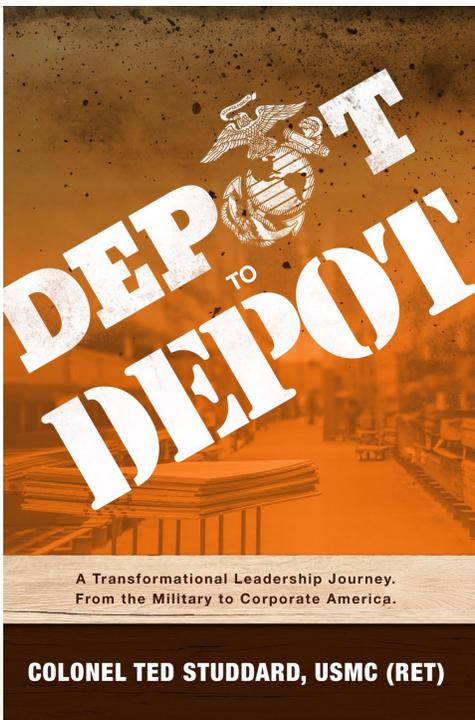
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My upcoming book, Depot to Depot, comes out in October, 2019. If you’ve enjoyed this workbook, I’m sure you’ll enjoy it as well. You can follow along with the book’s progress on the channels provided above – please read the synopsis below:

Thirty-six hours after graduating high school, Ted Studdard was on his way to Boot Camp at the Marine Corps Recruit Depot, Parris Island, South Carolina. He started as a private on a journey that would span four decades, touch five continents, encompass two wars and end up as a leader at The Home Depot, the #1 home improvement retailer in the world. His stories, observations and experiences as a leader—from desert combat, to the halls of the Pentagon, to the aisles of The Home Depot—are sure to enlighten and inspire. Much more than a leadership primer, “Depot to Depot” provides a great illustration of the transformation that veterans must make as they begin their personal journey from the service back into civilian life. Proving that they are a huge reservoir of human capital that can be leveraged by Corporate America to reinforce our national economy.