

## After the Hire

While the hiring process may be viewed as an adventure or a challenge, it does have its stress. That can't be denied. Congrats. You've maneuvered your way through that process and have landed a job. You are now in a mix of emotions, excitement, and anxiety, especially if this is your first job in the "civilian" world.

You will find that this will be a whole new culture for you. You'll walk into the new job and won't have the uniform or any of the other trappings that helped you as you moved through your military career. Not to worry. We've been there and survived/thrived.

The first day will be frenetic as you complete the new hire paperwork, meet so many folks, and get a feel for the surroundings. Most places still use nametags so that will help with the name game. When I was a director of HR, I would always stress to the welcoming manager the need for a mentor to bring any new employee on board. Hopefully, your company HR has the same position. This person can help you go through the first days and weeks to a quick assimilation into the company and the job.

My suggestion is that you also take charge of your integration into the company. So many companies have created resource groups. These are employees with similar interests or backgrounds that meet regularly. Sometimes the purpose is social. Other times, these folks gather for a common interest such as community volunteerism and outreach. Others may have a similar hobby or sport activity.

The purpose of these groups is to promote employee camaraderie. And you thought this was only in the military. The opportunity for new folks is to create friendships and also support systems for each other, those who are new and those who have been there a while. I recommend that you put this on your list of things to do as you start a new job. The military is not the only organization that thrives on teams. The quicker and more smoothly that you assimilate into a new company, the greater the path to success.

Best wishes,

*Kitty*

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