

Attitude

I've talked in the past about the importance of branding, marketing, and networking among other things that you will need to do to land a post transition position. I was reminded of the most important aspect of the whole process that other day at a career fair that I attended. I met someone that I had counselled last year on his transition. He is still in the process and has not found anything. As we talked, I realized that the issue was attitude.

This gent is very talented and experienced. He has credentials that enhance his opportunities. However --- he has built a roadblock through his attitude. He comes across with a smugness that, I suspect, turns off recruiters and potential employers. He has expectations that he can come into a company in a high-level position that is also high paying. There is a "humility" factor that's lacking.

Listen to the news and you will hear the current lingo talking about inflation, recession, continued interest rate hikes, among others. These are all impacting company strategic plans. The predictions include higher unemployment as more workers are laid off. One report said that companies are not worried about recruiting. Their biggest concern is cyber security. That's good for the cyber folks exiting the military. Others transitioning need to work on their strategies.

This all means that the competitive job market just got more competitive. You cannot walk into a company with an attitude. Remember that you are competing with the company's current employee base. They want to stay and grow with the company. You must show what you bring to the table is what they need and show how you can work with their team. An attitude will just show you the door.

You have a product to sell to a company. That product is you. How you present yourself will be the key to success. There are many of us out there who will help you in the transition process. Listen and learn from our experiences.

Kitty

Kathryn "Kitty" Meyers, LtCol, USAF (Retired), SPHR, SHRM-SCP
Transition Liaison Officer