

Transition Decisions

It's time to transition, either due to retirement, end of tour, spouse's relocation... Whatever the reason, you are now faced with entering a job market that is new to you. Even those who transition into a community where the residence has been established for a couple of years, you are entering a job market that is different from active military service. Welcome to the civilian world!

Each community has its own quirks about the job market. First, let's define a job market. On a more macro viewpoint, this can refer to how businesses work. Texas, being as big as it is, has job markets that have different psychologies. Looking at Dallas and Houston, you will find that they are very transactional. While relationships are important, people relate more based upon the business at hand.

Austin and especially San Antonio are very much relational. It's more about building the network. Community and related connections are nurtured for current and future potential. These relationships then build for other connections and opportunities. That's why networking is so stressed when coaching and mentoring those transitioning.

Next comes an awareness of the businesses and industries in the chosen community. Every business wants leaders at all levels. Just saying that you want to be a leader is futile in a job search. Research the businesses and industries of your community. Most major communities have a business journal publication. In San Antonio, it's the [San Antonio Business Journal](#). [The Book of Lists](#) is published annually by the Journal that identifies and provides information on each of the major industries in San Antonio. Check this out at the public library to help you narrow your search.

As your search narrows, focus on association networking groups or connections, i.e. through LinkedIn, that can help you build your own network. Congrats, you are now building connections that can provide you a path to that new job. For more in-depth conversations on this, contact one of the Chapter's transition resources. We're happy to meet over coffee to chat about your transition process.