

Need a few good Men and Women for a job? Consider former Military personnel.

“Powell’s rules for picking people”

“Look for intelligence and judgment, and most critically, a capacity to anticipate, to see around corners. Also look for loyalty, integrity, a high energy drive, a balanced ego, and the drive to get things done.

You can train a bright, willing novice in the fundamentals of your business fairly readily, but it’s a lot harder to train someone to have integrity, judgment, energy, balance, and the drive to get things done. Good leaders stack the deck in their favor right in the recruitment phase.”

Have you stacked the deck in your favor? Consider former military people for your corporate positions. They bring the above attributes to the table and can help you be successful.

- **Leadership**

The military trains its personnel to give and take responsibilities. They are trained to set an example, inspire leadership, supervise and motivate others.

- **Life Responsibilities**

Service members are given significant responsibility; not only over expensive and sensitive equipment, but over their own lives and the lives of others. This results in service members becoming seasoned/mature beyond 'normal' years. They also tend to cross-train in many roles/jobs during their enlistment which adds breadth and depth to any candidate.

- **Teamwork**

Most military activities and missions are carried out with other people and units. Service members are commonly given opportunities to work as a team, analyze situations and solve problems as a group, and trained to accept responsibility for outcomes.

- **Working well with others**

By the time service members transition, they have worked in any number of situations and locations, and with people of a variety of backgrounds and cultures. This experience teaches cooperation with others and demonstrates the ability to work well with any person or group. Hiring managers recognize that this ability translates in civilian situations.

- **Handling pressure to meet goals**

Service members must do their jobs, do them right and complete them in a timely manner. Service members continually set priorities, meet schedules, show up on time and accomplish their missions. They’ve proven their ability to work well under pressure and to deal with stress in a positive and effective manner.

- **Giving and following directions**

Service members know how to work under the supervision of others. They understand accountability, the use of discipline and respect for authority.

- **A drug-free work history**

Those who leave service with an honorable discharge are certified drug free, a distinct advantage among employers.

- **Organizational skills**

Service members have learned to operate within carefully structured objectives and within prescribed limitations, resources and time frames – skills that are coveted among civilian hiring managers.

- **Experience in record keeping**

Service members are familiar with the concept of accountability. They understand the need for keeping accurate records and completing paperwork, and most have a solid grasp of the various facets of personnel administration.

- **Security clearance**

Then there is the all-important and very tangible asset most service members bring to their civilian careers – a security clearance. Walking in the door with a security clearance under their belt simplifies the hiring process within the defense industry and federal agencies. Their clearance demonstrates they are trustworthy. But the best part is, they don’t have to wait for it – they’ve already got it.