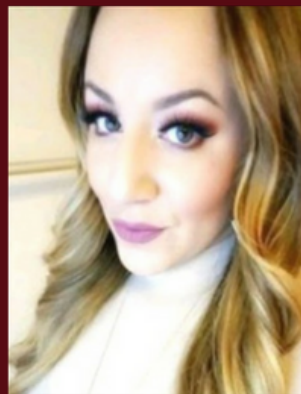


## Corporate America Supports You Celebrates 25,000 Veteran Hires



# In the Spotlight

RESOURCES YOU CAN USE.



## **Are you an Army Reservist looking for a new way to make employment connections?**

Public Private Partnership (P3) is a program that develops, integrates, and directs partner relations for the Army Reserve. They partner with non-profit as well as for-profit and academic organizations to ensure that Army Reservists have the best opportunities within the Army as well as in the civilian world.

P3 knows that Soldiers are assets with quantifiable value. It has transformed how both the Army Reserve and corporate America attract, develop, and retain talent. P3 focuses on fostering long-term partnerships with companies, corporations, foundations, academia, and non-governmental organizations to increase leader and unit readiness as well as enhances Individual Soldier physical, mental, emotional, spiritual, financial and employment readiness.

Mutually advantageous, P3 provides specialized opportunities in business and interagency environments for Army Reserve Soldiers to make immediate and meaningful contributions to both a robust national economy and the defense of the nation. To help identify the best opportunity for each Soldier, P3 has developed a nationwide-network of partners that provide readiness support.

If you are interested in learning more about what Public Private Partnership can do for you, check out the extensive [Resources](#) page on the P3 site.

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## About CASY & MSCCN

CASY & MSCCN are two nonprofit organizations serving the employment needs of military affiliates. CASY serves military members and Veterans; MSCCN focuses on military dependents and military caregivers. We are military serving military.

## About the MSEJ

The Military Service Employment Journal is a resource guide for military-affiliated jobseekers. The MSEJ is produced for the exclusive use of CASY & MSCCN.

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Deb Kloeppel,  
Founder and President, CASY  
& MSCCN and Founder, MSEJ

Amy Rossi,  
CoFounder, MSCCN & Editor  
in Chief, MSEJ

Jamie Boyle,  
Managing Editor, MSEJ

Emilie Duck,  
Assistant Editor, MSEJ

Contributors:  
Amanda Marksmeier  
OweYaa Staff

Advisor:  
Erin Voirol, COO, CASY &  
MSCCN



**CORPORATE AMERICA SUPPORTS YOU**

# Corporate America Supports You Celebrates 25,000 Hires

CASY celebrates hiring milestone for Veterans, Guard and Reserve, and transitioning military members. At the end of May, Corporate America Supports You (CASY) celebrated 25,000 confirmed hires since 2010.

Serving Veterans of all eras, transitioning military members, and Guard and Reservists, we have made a name for ourselves as a leader in Veteran and military job placement. CEO and Founder RADM Dan Kloeppel (USN, retired) explained, "As our organization has grown, we've seen financial support increase, and we've been able to put more and more job seekers into meaningful careers that fulfill their professional goals. Our hires earn an average of \$72,000 annually and after a year remain with the hiring company with many remaining at least three years. This success is great for the Veteran and the company."

A Call of Duty Endowment Seal of Distinction Awardee, we tout an impressive cost of less than \$500 per Veteran hired at a time when it costs the government an average of \$3,000.

Dan Goldenberg, Executive Direct of Call of Duty Endowment said, "As the Nation's largest funder of veteran employment efforts, we couldn't be more thrilled with CASY's unrivaled performance across our four year partnership! They have managed the

exceptional feat of balancing an enormous number of extremely high quality career placements with an incredibly low cost per placement."



*"We have one of the best teams serving the military and Veteran communities today. Their dedication to our job seekers is second to none. We have earned the continued trust and confidence of empowered, supportive, and generous donors and partners, who expect nothing but the best from our metrics-driven mission."*

**Deb Kloeppel, President and Founder**

CASY is a force multiplier with an expansive reach that improves the employment outlook for all Veteran job seekers. The organization partners with approximately 4,000 small and large corporations across all industries, pushing the resumes of military and veterans to the desktops of hiring managers around the country. Industry specific placement programs, such as their Troops to Transportation & Logistics (T2TL) program that works in partnership with Swift Transportation, help military members transition into careers within these industries. Other industry specific programs include IT, Healthcare, Finance, Government Contracting, and more. Collaborative partnerships with IBM, St. Michaels Learning Academy, and other training and education partners bring much needed certification courses to military and veterans nationally that help make placement and continued career progression possible.

Military-affiliated job seekers who require assistance can visit [www.CASY.us](http://www.CASY.us) to connect with an Employment Specialist and access CASY's job board of over one million positions. Employers interested in hiring Veterans can learn more at [www.CASY.us/Employers](http://www.CASY.us/Employers).





# Why I Still Write Cover Letters

*Recruiters will often tell you that they don't read cover letters, that they simply don't have the time. We all know that recruiters have about six seconds to spend on each resume, so their disinterest is understandable. By the time they've worked their way through a stack of applicants, they can most likely laser in on the candidates that justify further scrutiny without breaking a sweat.*

By: Jamie Boyle

With that in mind, it's tempting to think that since a recruiter won't read a cover letter, you shouldn't provide one. Job applications and resumes are enough work in and of themselves, why would you add one more task to your list?

***Still, if given the option, I write a cover letter (and I think you should, too).*** As I sit down to write something a recruiter may or may not read, I remember the benefits of cover letters and the process of writing them.



***1. Writing a cover letter helps me to think about which places in my resume make me a good candidate for a position.***

It forces me to reflect on my experiences, and helps me to connect them with the company's needs. In other words, a cover letter lets me put together a narrative about my experience, an argument about why they should interview me.

***2. When I write a cover letter, I see what I'm lacking or what I've missed.***

When I review a job posting, I pull out all the keywords for the position. I make sure my resume is aligned with the needs presented in the job posting. My cover letter serves as a summary of how my resume fulfills the company's needs. When I notice something is missing from my cover letter, I can identify where I'm lacking a skill or experience required for the position (or where I've missed something to include in my resume).

### ***3. A cover letter tests my interest in the position.***

Writing a targeted cover letter rather than a form letter for a job can tell you if you're enthusiastic about a position (or not). Can you easily pick out the parts of the job you want to talk about, that you want to do? If you can't identify aspects of the job that inspire or motivate you for a cover letter, there's a good chance you aren't that into the job.



### ***4. Some recruiters dismiss application packages without a cover letter.***

I've talked to recruiters who include a cover letter requirement in their job postings. Whether they read the cover letter or not, they may immediately dismiss applicants that don't follow instructions.

### ***5. Some recruiters do still read cover letters because they value the important information it includes.***

If you're applying to a small company, there's a good chance someone will read your cover letter—so don't assume it will automatically be ignored. Make your cover letter count.



***I may be old-fashioned, but I think cover letters are an important part of the application packet. Employers look to them as a sign that applicants can follow instructions, and a passionate, compelling cover letter can signal***

***that you're worthy of an interview. Most of all, in the rush of the job application process, composing a good cover letter is my reminder to slow down, to make sure that I'm pursuing a job that I want and that I'm proving my worth to a potential employer.***

# VETERAN

## Success

Congratulations, Christine!



***After working with CASY for six months, Christine was hired by Creative Financial Staffing.***

### ***Hiring Challenge:***

My biggest hiring challenge was trying to decide whether I should pursue opportunities within Human Resources, or if I should try to make a career change to work as a data analyst. I was having a hard time figuring out which path I should choose.

### ***Assistance Received:***

Amanda did a great job with providing information on IBM i2 analyst training and other job search resources. She also did an awesome job of staying in contact with me, and she forwarded copies of my resume to contacts at target companies.

### ***Results:***

In the end, I decided to stay with Human Resources and accepted a job as an Executive Recruiter.

### ***Value of Experience:***

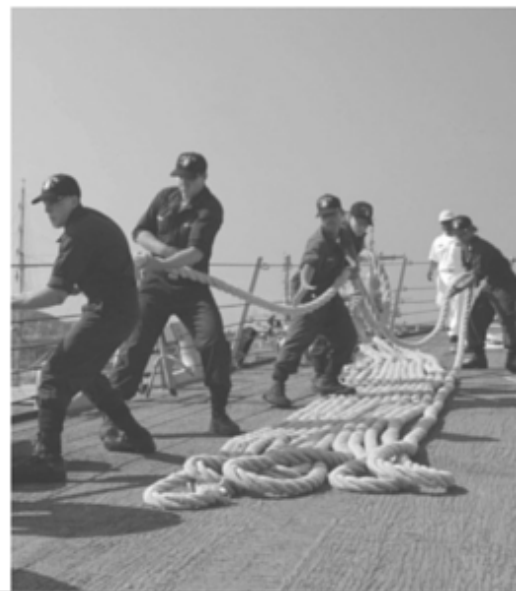
Amanda had my back and was cheering me on throughout my job search. Thanks much, Amanda!

The Call of Duty Endowment Identifies CASY as

# BEST IN CLASS

for Veteran Job Placement





Veterans & Transitioning Military Members

## Learn about CASY's Hot Jobs

HOT JOBS are updated weekly.

**CASY MSCCN are highly-vetted, results driven non-profits that put donor dollars to work for the Military and Veteran Communities.**

Learn about our fiscal responsibility at [http://www.msccn.org/WhoWeAre/MSCCN\\_Leadership.html](http://www.msccn.org/WhoWeAre/MSCCN_Leadership.html) and <http://casy.us/WhoWeAre/Financials.html>



**CORPORATE AMERICA SUPPORTS YOU**



**Refuse to be anything but successful.**

**Social Media/Work from Home/  
Interview Techniques to Land the  
Job/Targeting Your Resume for  
Maximum Impact /Job Search/  
Resume Assessments**

**CASY & MSCCN offer live and self-paced training.**



# Countering the Curse of Productive Procrastination

By: Amanda Marksmeier

***I began my day with a yoga routine. Then I did some research and planning for our summer vacation. I cleaned out the pantry (it's never looked better) and vacuumed my house. I emerged from my morning feeling accomplished. The one thing I didn't accomplish this morning: writing a complete draft of this article.***

It seems simple enough to swear off procrastination. I didn't sit mindlessly in front of the television. I didn't make plans with friends instead of working on my project. I didn't ignore the little voice in my head that said, "Get up! Get moving!" I worked hard, I got things done. It's just that the things that I did—they weren't the items at the top of my professional to-do list.



***Sometimes procrastination (tricky devil that it is) disguises itself as productive activities.***

This kind of procrastination seems attractive because you can look up at the end of the day and see the results of your labor. You haven't been lazy, you haven't avoided work... In fact, you've made even more time to do that hard task later because you've done a whole bunch of things earlier.

***This kind of smooth rationalization is something I like to call procrastination math. While all of these activities have accomplished something, they haven't moved either of us towards our larger career goals.***



No matter your employment situation, conducting a job search is time consuming; and on a bad day, it can be a discouraging process. It seems as though it's never going to end—each step on your list always has another one right after it.

Whether it's the length of your employment to-do list or the pit in your stomach when you think of getting started, the reasons to put off your employment to-dos practically write themselves (unlike that resume).

***That being said, it's time for some tough love: Procrastination is one of the most damaging (and easily corrected) aspects of your employment search.***

Picture it: Your dream company is hiring. The responsibilities and requirements described fit you to a tee. This is not a drill—this is your perfect job! You've completed the application and are about to upload your resume when your heart sinks. You haven't updated your resume since your last job search. Not only is your resume out of date, it's not targeted to boot.



***Yes, a clean kitchen is nice.  
But so is an updated resume. Guess  
which one could get you a job?***

You wear yourself out getting that resume into shape, but by the time you do it's too late. The position has closed. You missed it.



This seems like a classic missed opportunity. You know it could have ended differently, but you can't go back in time to fix it. Or can you?

***I can't give you the ability to go back in time, but I can tell you something that will keep you from wishing you could.***

***Do. It. Now.***

Do those professional things you know you

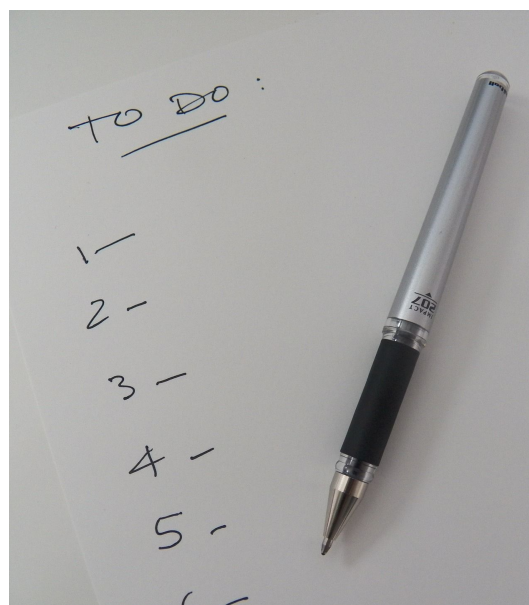


**Update your resume.** Whether you're currently searching for employment or have landed your dream job, you should always have a resume that reflects your growth.

Acquire new skills: update your resume. Start a new job or complete valuable education: update your resume. If your

resume is always current, you won't have to worry about missing out on another opportunity.

Look for that job like it's your job. Don't treat your job search like busy work you can do while watching TV and scrolling through social media. Don't avoid the job boards by cleaning out the garage and washing the dishes. Treat your job search like the important work that it is. Set aside a block of time each day to focus on finding your next job. Write down your plan for the day and check off goals as you meet them. Accomplishing that checklist can give you the same sense of pride as a sink without dirty dishes—I promise.



**Network in your industry.** I know—attending a conference, seminar, mixer, or professional group meet up might sound like the last thing you want to do. Events like these may make cleaning the bathtub look like a fun afternoon. But cleaning your bathtub won't keep you current in your industry, and it won't get you contacts that could land you another job. Check out professional groups



through LinkedIn and Facebook, and make the most of your connections. Try to talk to someone in your industry and learn something new at least once a month; it will pay off in the long run.

***Procrastination is tricky, and it will do its best to hide in productive tasks. But you don't have to let it win. Remember: the work you choose to do (or choose to avoid) isn't just about today—it's about the work and the life that you hope to have in the future.***

# S P O U S E S U C C E S S

"Action is the foundational key to all success."  
~Pablo Picasso

Congratulations, Sandra!



After working with MSCCN, Sandra was hired by HP Inc.

## ***Hiring Challenges:***

- Because I didn't know how the job seeking process works in the U.S. I wasted time, almost a year. A few months later, I learned about CASY & MSCCN at a job fair.
- Since I am an immigrant, I had to compete with local professionals and that discouraged me sometimes.
- Since I didn't have any employment experience in the U.S. before, I had no way to prove my professional experience.

## ***Assistance Received:***

- I took several online classes about targeting my resume, the job search, interviews, social media and networking, and LinkedIn.
- An Employment Specialist from CASY & MSCCN (Angelene Green) checked my resume and suggested improvements to it before I submitted it to a job posting.
- I also had a mock interview with my ES, Angelene, before my job interview.

## ***Result of Assistance:***

- A good and well written resume.
- Confidence about my knowledge and abilities.
- Confidence about applying for different jobs.
- Getting a job.

***Value of Experience:*** I am glad that organizations like CASY & MSCCN exist. ***I was completely lost as a job seeker last year, and they gave me the right guidance to fulfill my goal of getting a job. As an immigrant, I feel proud to say that I am finally practicing my profession in this country thanks to them.*** It is also nice that they consider the difficult situations that military and Veterans spouses can face as unemployed individuals. I'll always be grateful for your assistance.

# We Serve...

## Volunteering in Our Communities

### *Misty's Story:*

In 2012 we were living in the DC area and I was searching for groups to volunteer with. Most either did not get back to me or asked for donations, which was not what I was looking for. A good friend of mine had been posting on Facebook about this group that she was very involved with at Joint Base Lewis McChord and they were looking for volunteers to help at Marine Corps Marathon in DC. (A note here about myself, I am not good a new environments, a true introvert at heart).

But I took a deep breath, drove to Hains Point Park at o'dark thirty the morning of the Marine Corps Marathon and put on my first blue shirt. Walking about a mile down the road, I stood at the side of the road, American Flag in my hand, willing the tears to stay away. You see, to get to that spot, I walked by poster after poster of Fallen American service members. Faces that all have stories, frozen in time. Then I passed by the other volunteers, each holding their flags, each for a Fallen service member as well. As runners came by, you could see the emotion on their faces. It is a powerful mile. It made an indelible impression.

Shortly after that life-affirming morning, we moved to Fort Bliss and I got in contact with the group again. I wanted to have a community here and be more involved. After some planning and deep breaths, I started the El Paso meet-up of wear blue:

run to remember. My first meet-up I had four people show, two of which were on their last weekend in El Paso. But I kept on, because it wasn't and still isn't, about the numbers. It is about taking a moment on Saturday to pause and remember.

As the last three years have gone by, I have gained more responsibility within the wear blue organization. I volunteered to help more with Memorial Day last year, I became the website coordinator - making sure the website is up to date, acting as a regional coordinator for the Pacific region.

The past few months, however, I have been transitioning to the national staff as the Director of Community meet-ups. I oversee all of the communities over the globe and bring new ones on as they show interest. We are an all-volunteer organization. I now travel to a few of our races around the country where we set up our Blue Mile. I now know and am friends with many of the people who submitted the photos on those very first posters I saw on the Mile and am inspired daily by their perseverance, strength and character. Each Mile I have had the honor to be a part of is still as humbling, awe-inspiring and powerful as that first one that dark morning in DC.

**"The best way to find yourself is to lose yourself in the service of others."**

**Ghandi**

*There is something truly amazing found in those who volunteer. I call it the volunteer soul. It's a calling to give back through causes we are passionate about and that move us to do more.*

*Danielle, NGEN Program Manager*



Danielle T, dressed as Cinderella, reads to children at a local Yellow Ribbon Event.

*In a "WWED" (What would Erin Voirol do?) moment, I joined the Ft. Bragg School Board. Two kids, two jobs, key caller, and school volunteer? **No problem.***

*Jamie, MSEJ Editor*

*The military world is one of service no matter your role. To this day, I serve--on boards, as an advisor. Service, it's what we do.*

*Erin, COO*

*I am beyond elated that I have the opportunity to work for a company that gives me the flexibility to be able to continue to grow and volunteer with another non-profit that makes me feel whole and not have to choose between the two.*

*Misty, ES Manager*





WANT TO WRITE?

---

# MSEJ WRITERS GUILD

Contact Jamie to learn more.

The MSEJ Writers Guild provides military affiliates with experience and training in writing and publishing as well as an outlet through which to publish their work. The Writers Guild achieves this mission through training, mentorship, and participation in the publication of the MSEJ.

Participants will draft, receive feedback on, and edit their own article to be included in future publications. MSEJ staff members will mentor and provide guidance to participants throughout the program as well as during their tenure with the MSEJ.

Writers Guild participants will gain knowledge of nonprofit publishing, work on their writing skills and style, and may publish their work in a national, monthly publication. Participants who successfully complete the program may be asked to serve as volunteer writers for the MSEJ.



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WHO COMPLETE  
THE PROGRAM  
FIND  
EMPLOYMENT.

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- DO YOU HAVE EXCELLENT COMMUNICATION AND ORGANIZATIONAL SKILLS?
- DO YOU THRIVE IN A FAST-PACED ENVIRONMENT?
- ARE YOU AN OUTGOING AND ACTIVE NETWORKER?
- DO YOU WANT TO BE PART OF A FAST GROWING, MILITARY-FOCUSED NON-PROFIT?
- DO YOU WANT TO KEEP YOUR SKILLS FRESH AND GAIN NEW ONES?

VISIT [HTTPS://WWW.MSCCN.ORG/WHOWEARE/CAREERCORPS.HTML](https://www.msccn.org/whoweare/careercorps.html)

# Career Corps

*An Opportunity to Give Back and Gain Skills*

When we began Career Corps in 2011, we started from the following tenets:

- 1.**Volunteers are central to the military community and our mission.
- 2.**Volunteerism should be a mutually beneficial relationship for the individual and the organization.
- 3.**Volunteers should have the chance to grow professionally or personally based on their needs.

We are proud to say that these beliefs have guided our program as it has evolved into what it is today—a meaningful volunteer program that benefits our volunteers and the military community.

**Volunteers are central to the military community and our mission.**

No matter where you look in the military community, you'll find volunteers. Volunteers keep the Veteran Service Organizations, the FRGs, and various other entities moving forward. They process the race registrations; they put together the care packages; and they contribute in countless other ways to support our military members, Veterans, and families.



volunteer

Be the change.

Our Career Corps volunteers are dedicated and essential members of our team. We value the time and energy our volunteers put into our mission in support of our job seekers. Our volunteers are mission-driven.

Volunteerism should be a mutually beneficial relationship for the individual and the organization.

We work hard to ensure that our volunteer opportunities are meaningful and beneficial for our volunteers. We respect the time it takes to volunteer, and we work with each individual volunteer to provide a volunteer opportunity that is flexible and fits into the busy lives of our volunteers.

Volunteers should have the chance to grow professionally or personally based on their needs.

We know that individuals volunteer for a variety of reasons. Some want to dedicate their free time to a mission in which they believe; others are looking to grow their professional skills and update their experiences. Career Corps provides volunteers with an opportunity based on their own needs. We have long-term volunteers who enjoy the flexibility and accessibility of our remote volunteer opportunities. We have volunteers who have gained the skills and experience they need to move into paid positions.

Career Corps welcomes all volunteers and helps them to grow based on their needs. Here's how to get started:

1. Review our program: Military Spouses or Veterans
2. Learn about our opportunities here: Military Spouses or Veterans
3. Submit your resume and an email explaining your interest and goals to our Career Corps Manager, Bianca at [careercorps@casy-msccn.org](mailto:careercorps@casy-msccn.org).

*Does Career Corps sound like the opportunity for you?*



**Review**  
our program

**Learn**  
about our opportunities

**Submit**  
your resume

CONTACT BIANCA AT  
[CAREERCORPS@CASY-MSCCN.ORG](mailto:CAREERCORPS@CASY-MSCCN.ORG)



# Since We OweYaa: 6 Reasons You Should Complete an Internship

*In the May MSEJ, we spoke with Barika Edwards and Marie Roker-Jones, two of the three dynamic individuals at the helm of OweYaa. OweYaa is a social enterprise that*

*connects Veterans, military members, and military spouses with remote internship opportunities.*

If you read their profile and still found yourself wondering whether you would be a good candidate for an internship (spoiler: you are), OweYaa is back to give you six reasons why you should consider an internship as a part of your employment plan.



***Gone are the days when internships were limited to high school students and recent college graduates.*** Instead, internships are a way to:

***1. Fill in your employment gaps.*** An internship can provide you with work experience when you have windows of unemployment on your resume. It can also provide an opportunity to highlight career changes and relevant work experience that you can talk about in your next interview.



***2. Demonstrate a commitment to your professional development.*** In an age when the basic means of performing jobs are constantly changing, and 33% of the jobs people ages 12-18 will do haven't even been created yet, there's even more incentive to prove yourself a lifelong learner. An internship can help you to learn new skills for a job that you're already familiar with, and it can also expose you to a career that you've never tried before.

**3. Keep your skills sharp and relevant in an ever-changing industry.** Whether you are looking to maintain your current career path, are seeking a promotion, or are changing your career altogether, an internship is a great way to get work experience in an industry while developing your portfolio. As an intern, you will have the ability to stay abreast of trends and new solutions in your industry in a way that you can't from the sidelines.



**4. Develop your professional network.** In any field, having a network is vital when it comes to employment. New jobs are often mentioned through individuals long before they hit employment sites, and once you are in a job, professional contacts within your industry can serve as mentors and sources of good information.

**5. Help you solve those frustrating civilian-military divide issues.** In job interviews, do you ever get the feeling that you're a square peg being asked to fit a round hole? For many Veterans, it feels impossible to translate military experiences into a civilian work environment. Internships enable military members to be more

competitive in these job interview situations. Instead of feeling nervous about translating your military experiences into civilian terms, you will be able to ease into your work experience by mentioning your recent civilian experiences first.



**6. Build your professional identity outside of the military.** While this may seem like a point that is solely targeted toward military members, it's also applicable to military spouses. For the duration of your (or your spouse's) service, all of your career decisions have been tied to the

military. It can be difficult and scary to begin making career choices based on your own trajectory and desires. Working on an internship gives you an outlet to focus on your personal growth, one step at a time.

**If you are interested in pursuing an internship through OweYaa, contact them to complete a profile at [www.oweyaa.com](http://www.oweyaa.com). If you are a business interested in partnering with OweYaa, you can fill out your own profile at [www.oweyaa.com](http://www.oweyaa.com) or contact them**





# Self-Sabotage...

## Are you getting in your own way?

By: Amy Rossi

***We're all human, we all make mistakes—right? Mistakes are a natural part of life, like breathing (only more painful). The good news is we work through them, learn from them, and move on.***

But is there ever a time when mistakes become more than occasional errors?

***If you have reached a point where you recognize the mistakes you're making because you're seeing the same ones again and again (to your detriment), it's time to consider why you're seeing these mistakes. Sometimes mistakes are more than the result of careless behavior. Sometimes, they are acts of self-sabotage.***

Although "self-sabotage" is used as a blanket term, there are actually two types, intentional and unintentional.

When it comes to the job search, *intentional* self-sabotage can look like the following:



***Some mistakes are easy to identify and fix. Others are harder to spot.***



- You see a job that you want and you don't bother applying for it.
- You don't show up for an interview.
- You turn down an interview, even though you don't have a job or are unhappy in your current position.
- You refuse to consider a job you might love because it's out of your travel area.
- You refuse to consider a job because the pay is too low. You turn it down without even trying to negotiate.

Intentional acts of self-sabotage are moments when you make a conscious effort to opt out, to deny yourself the option of saying "yes." These actions are a matter of choice: you and you alone are choosing not to pursue an opportunity.

The second type of self-sabotage, which is *unintentional*,

can be harder to spot and trickier to fix. These moments of self-sabotage tend to fall into three categories:

**No-Man's-Land:** The realm of the undecided or unfocused job seeker. Characteristics are a general resume, a wide variety of job applications in vastly different fields and functions, and no specific career interest. The job board might as well be a dart board.

**Groundhog Day:** The seeker who does the same thing repeatedly, despite results that never change. Characteristics include applying on the same site, to the same company, with the same resume, talking to the same people, and repeating the same job search actions without varying your approach.

**After Action Review:** The reflective job-seeker who sits down at the end of each week or job search activity to reflect on what was beneficial, what netted results (and what didn't). You think (and think) about how you answered one interview question, about a resume that didn't get a call, a site that the job expired on. At the end of the day, you mistake all of this analysis for forward progress, even if you end up repeating activities that aren't producing results.



**Whether you suffer from intentional or unintentional self-sabotage, you can change your ways.** Most habits that we've acquired are learned behaviors; we can unlearn the ways we think and do things. If the ways that you're acting or thinking aren't serving you (or your job search), try these steps to change your ways:

1. Remind yourself of what needs to change, of the activity that you want to happen (write it down).
2. Write down the actions that you're doing right now, and try to see where they're steering you wrong. Are there opportunities you're turning down? Are there moments where you're spending time and energy in ways that don't serve your goals?
3. Make a plan to readjust, and remember, sometimes minor adjustments net the biggest results.
4. After trying your new plan, reflect to make sure that your adjustments are giving you the results that you desire.

Job searches are mentally challenging. If you find that you can't change these self-sabotaging behaviors on your own, reach out to an employment specialist at CASY & MSCCN. We have trainings, resources, and experience that are sure to get you out of your rut and on your way to success.



**Are you preventing disaster or opportunity?**

# CASY & MSCCN

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**IBM**<sup>®</sup>

**DirectEmployers**

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