

The Power of Career Planning by Marcus Denison

“Demonstrate how your skills and experience can transfer to the commercial world. First, recognise your own value. The people who struggle more with transition are those who don’t recognise the value of their military experience. There’s a tendency for some to write off what they know as irrelevant to a civilian company. Qualities in common to most military candidates are the ability to plan and execute and the motivation to overcome obstacles.

Your experience is incredibly valuable to an organisation, but that doesn’t mean it’s necessarily obvious or easy to translate. Problems that would have been quickly dealt with in the military might take longer to solve in a company. The tenacity and the methods you’ve learned are what you most have to offer here. Don’t try to be what you’re not.

One of the people who recruited me gave me a fantastic piece of advice: “We hired an Infantry Captain, be an Infantry Captain.” Your military experience will likely be a differentiator; don’t seek to be the same as the people around you. Instead, listen and make the calls based on your experience so far.

So:

- Know what you want. If you want to progress, think of short- and long-term goals.
- Use your experience. Learn how to recognise where a skill you already have can be applied to a business problem. Have the confidence to follow your intuition.
- Know yourself. Don’t forget your value and experiences. They matter and have a huge value to employers. Remember, the roles you’ve fulfilled and build on the strengths you already have, rather than imagine they don’t apply. They absolutely do.”