

THE ROUND



Founder's Minute - Brian Arrington

But I was a SME (Subject Matter Expert)
What if I don't fit in?
What if my skills don't transfer over?
What if I don't get hired?
Oh, man...what if I do get hired...
They will find out I'm a fraud.



Imposter syndrome! It is normal. This was me two years ago, June 2019. I started my new employment with Wells Fargo, in a location I knew nothing about, in a completely different industry than I had ever worked in, in a role I didn't know existed until five months before that start date of 24 June.

Leaving the service, I was just like you. Top of my game, a leader, supervisor of 84 service members, the go-to for all things...I was a Security Forces Airman. Think MP, infantry, corrections, and air marshal rolled into one career field.

Then I had to articulate my value proposition to a new environment, that had its own strange culture, and completely different vernacular with different dialects within the same organization. I was able to turn 20 years, one month and 12 days of service as an Air Force Cop into a language that showed an understanding of consulting, thus opening the door for my next step. This though, did not end the imposter syndrome I felt.

The belief that you do not belong, that you will be exposed as a fraud, that you will disappoint, or that you will not be that Subject Matter Expert (SME) that first day on the job, is classic imposter syndrome.

Many of you reading this are probably feeling this way. Some of you are still too far out from transitioning to realize you will go through this. Others, who have been out for years, and have bounced around in careers or jobs still feel imposter syndrome.

So how can you stop it!? You can't, but you can mitigate the effect it has on you. You have probably had a feeling of imposter syndrome at points in your life. Starting high school, learning to drive, the change in your thoughts of enlisting once you reached the pavement at Bootcamp and the happiness got ripped off your face by a loud voice and circular hat pounding on your forehead.

Imposter syndrome can be managed.

Here are my tips to manage your imposter syndrome as you are transitioning.

1. First, realize you have been doing your career role for a long time and that knowledge took quite a while to gain. Think of starting anew at your next company as a new E-1 or O-1. You have to learn a new language, new processes, new regulations and hierarchy - which is difficult when everyone is called by their first name.
2. Rely on your cross-cultural communication skills. Building relationships early on and finding mentors will be a lifeline. Find the SME's in your department, especially find other veterans and the Veteran Resource Group, if your organization has one. This will give you a network to rest on and allow you to learn of internal resources your manager may not know about.
3. Pace yourself. You will not learn everything in the first day. This was the hardest thing for me to adapt to. I expected my 20-year SME self to immediately start contributing at that level. I was trying to read everything at once, and all it did was hurt me because I wasn't focused on what I was supposed to be learning.
4. Leadership. The corporate world is always seeking leadership (NOT people to self-identify as saviors of the section). Show your leadership with your confidence, always happy personality (what I've seen is people get surprised and smile/open up in meetings when they come in and they are greeted with a hello and some small chatter; but know your audience). Try to take on more responsibilities when you feel you are ready so you can upskill. Take LinkedIn Learning courses (Excel, Tableau, Agile, Scrum..etc) on lunch breaks or on weekends which will help you daily at work.
5. Last tip is, stay engaged with your LinkedIn Veteran Community. Continue to network even though you have found your career. This is the most important thing you can do for yourself, and others too. Companies "restructure" quite often, and its not always merit that is graded on who stays or goes. Having that solid network is imperative for you and your family.

There is so much more to discuss on Imposter Syndrome, but I hope this is helpful to you all. This is not just a veteran or military spouse issue. Remember your resilience training and if you follow these five tips, you should be much more prepared to mitigate the effects of imposter syndrome.

As Always:

#How_Can_I_Help #Pay_It Forward

Brian Arrington, M.S.

Founder/President

Vets2Industry Foundation, Inc.

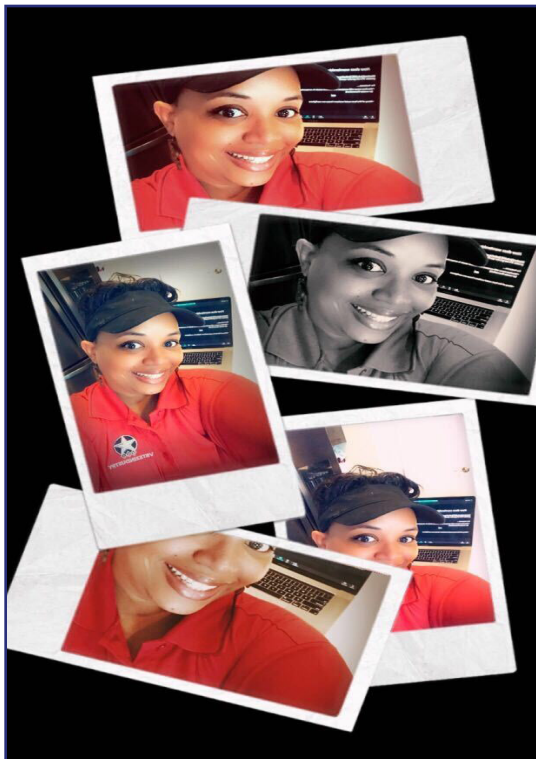
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THE SPOTLIGHT: Why I Volunteer

*If you want to go fast, go alone.
If you want to go far, go together.*

---African Proverb

I volunteer with Vet2Industry because it is rewarding to help someone with their career goals. I want to positively contribute to veterans/military spouses going far in their career transitions. I genuinely believe all of us have multiple things to contribute to someone that is in the midst of a career transition. It could be sharing the information for a free certi-



fication course you recently completed, giving them the 178 resume power words and phrases document, providing a warm introduction to a hiring manager in your network, doing a LinkedIn profile review or helping them prepare for an interview.

I grew up as a military brat and have two younger sisters, so the military community is in my DNA. My Dad served 24 years in the Air Force and we had the pleasure of living in Florida, Hawaii, Texas and Panama. While I have never served in the military myself, I can relate to the feelings of nervousness, uncertainty and feeling overwhelmed each time a PCS (relocation) was around the corner. Then adding into the mix starting a new career as well. #OMG it is a WHOLE lot to navigate at once. I feel that it truly takes a “career village” to successfully transition careers. Virtually volunteering during the COVID-19 pandemic with Vet2Industry gave me the opportunity to give back to the military community in a meaningful way by contributing to a handful of veterans/military spouses each quarter. It’s also provided a way for me to virtually still build community in a very meaningful way. While working full-time and also being involved with other local community initiatives I can’t say yes to everyone who reaches out, yet I am happy to help when/how I am able to.

If you’re currently in the midst of a career transition I encourage you to reach out to several people and tap into their talents/knowledge to assist. Oftentimes until you ask, you never know who may be willing to offer some support/guidance/help to you.

If you’re unsure of how to start/further ignite your career village, consider sharing this:

I am in the midst of a career transition and my next desired role is _____ (specific job title or industry) and in the process of building my network and seeking assistance in these areas: 1. _____, 2. _____ and 3. _____ (1 to 3

specific actionable areas/items). I value your expertise and leadership. Would you be available to join my network?

If you have successfully transitioned or are in the midst of a transition and still want to give back, consider volunteering for V2I.

Like most things in life what you get out of volunteering with V2I is entirely up to each of us. You play an active role in shaping your volunteer experience.

I have found the V2I Director of Marketing is very open to new ideas. All the other leaders are caring, supportive and great people to collaborate with. If you decide to volunteer, I highly encourage you to show up and:

- ◆Rock your positive #payitforward vibes
- ◆Share your availability and number of hours realistically you can volunteer most weeks/per month (then share updates when/if that changes)
- ◆Have an open mind and flexibility to processes/procedures changing and evolving over time
- ◆Share the top skills you'd like to leverage or sharpen by volunteering on one of the V2I committees

-Summer McAfee

FEATURE: Lock It Up

We learn discipline at a young age, and as we grow into our teens, we sometimes lose it and need a reminder of what it is from our teachers, parents and positive influences. Basic training and boot camp to me is much like rebirth with a fast track to adulthood. All over again we learn a new culture, language, and again discipline. Then, your military career has ended and you wonder what happens next? Again, we must relearn a forgotten culture, language, and in many cases yes, discipline. There's nothing like the military career where you must learn to jump from one way of living to another readjusting everything you know to fit in, and we tend to not purposely, carry some damaging natural influences from our character from what we did know. Therefore, I decided to do you a favor and talk about when you transition out of the service, what might a good idea to just stow away and lock it up.



Attitude – Something often an issue post-military that damages a potential professional career. Maybe a hard, firm, and direct attitude works when directing soldiers or guiding Marines through battle, but in the civilian workforce, there are policies set in place to ensure that behavior is limited to ensure everyone has a healthy

work-life balance. Sometimes we need to learn to adjust and just lock it up. Instead, use that fire when it comes to legitimate and permitting circumstances, not just because. I have talked to many veterans who believe a company they worked for just didn't like their military mentality but, it's just the attitude, and that goes for anyone. To add to this, it's imperative that you keep your social media clean. Polarizing and political comments can dictate your future in your career, hence why there is a social media policy for most companies. Much like the service, you are an ambassador to your company and represent them at all times in and outside the office. Just lock it up.

Expectation – Yes, you did a great service to your country and worked your butt off earning everything you have achieved while serving. The problem I have seen frequently, is a high expectation out of civilian life. It's no secret that leaders in the service tell their peers and subordinates to never shoot low and instead shoot high when it comes to salary or everything the civilian world can offer.

I get it, I too looked through that lens expecting a high \$100,000 salary and much more, but we tend to forget that this is a new world, culture, and it's what the civilian workforce expects of you, not the other way around. You may have the skills, but there are other things to consider such as how much experience in an actual corporate or civilian setting do you have.

Do you have a Bachelor's or Master's degree? Are you thinking you should be placed in a role with as much authority as the position you left, and you forgot that there's a rank structure of their own in the civilian world? The point is, lock that expectation up and instead, show you're worth it through action. Express your worth, prove to them you're capable of high success. Yes, your career shows all of that but this we need to remember, is the same clock, but with different mechanics.

When we transition, we stress, we tremble, and sometimes have an identity crisis as we race against the little time the service allows us to have to prepare for our new life. We have little to no training in transitioning and I will go ahead and just say it, command and approving authority leaders either don't know about transition programs like DOD SkillBridge or services like Vets2Industry to share with subordinates. In some cases, I have had command deny my SkillBridge candidates because they either didn't believe it was a real thing, or just because they can. Although it may be tough to transition and the military still has lots of work to do when it comes to preparing servicemembers to exit the military, we still need to learn to stow away certain things to achieve success as a civilian.

-Nicholas Busse

VETS2INDUSTRY Veterati Mentors

Brian Arrington
Bryan Shue
Daniel Collins
Destinee Prete
Scott Raether
Dixie Banner

Bruce Thompson
Carmen White
David Trenholm
Eric Brew
Stephan Porter
Hope White



UPCOMING EVENTS

VETS2INDUSTRY

21st VIRTUAL NETWORKING CIRCUIT

Saturday, July 10th
2pm - 7pm EST on Zoom
Come and Go as you please!

Sponsored By: **Spectrum**

Supported By: **AIRSTREAMS**
Renewables, Inc.

FREE Registration at
Vets2Industry.org
under the EVENTS tab!

Lida Citroën
Personal Brand &
Reputation Management
Expert



**"PERSONAL BRANDING FOR
POST-MILITARY SUCCESS"**



Register now for our 21st event by visiting www.vets2industry.org/events



OUR KEYNOTE: LIDA CITROËN

Lida Citroën, author of *CONTROL THE NARRATIVE: The Executive's Guide to Building, Pivoting And Repairing Your Reputation*, is an award-winning branding and reputation management expert who designs and enhances the identities of executives, entrepreneurs, and thought leaders globally. As CEO and founder of LIDA360, LLC, Citroën is sought-after for her knowledge of personal brand development, reputation management, leadership communication, and online positioning.

As a professional keynote speaker and presenter, Citroën's popular TEDx talk and multiple courses on LinkedIn Learning showcase her empowering delivery style and message. She regularly presents business workshops on reputation management, personal branding, executive presence, leadership communication, and using social media to self-promote, helping employees and leaders build a personal brand that supports the business and their career.

A patriotic American, Citroën is passionate about helping our nation's veterans and military spouses navigate the military-to-civilian transition. She is a popular speaker at military installations and events on veteran hiring and teaches in the TAP program at the US Air Force Academy, Student Veterans of America, the IVMF at Syracuse University, GE Healthcare, The Walt Disney Company, Abbott, SHRM, and others. She is a regular writer for *Military.com* and *Entrepreneur.com* and appears in international media, often sharing her expertise in military transition.

Citroën has authored several books:

♦ *Reputation 360: Creating power through personal branding; Your Next Mission: A personal branding guide for the military-to-civilian transition*

♦ *Engaging with Veteran Talent: A quick and practical guide to sourcing, hiring, onboarding, and developing Veteran employees*

♦ *Success After Service: How to Take Control of Your Job Search and Career After Military Duty.*

For more information, please visit www.Lida360.com.

UPCOMING EVENTS



Financial Planning and Investment Management Seminar

Presented by **Danielle Nuxoll**

July 10, 2021
12 PM ET

AAFMAA
COMPASSION • TRUST • PROTECTION
AAFMAA Wealth Management & Trust LLC

July 10, 2021
starting at noon EST

Our friends at AAFMAA have agreed to offer us a FREE Wealth and Investment Management seminar...just for us!

Visit www.vets2industry.org/events

Military Spouse Mixer
August 7, 2021
2-5 pm EST

Details coming SOON for our 4th Military Spouse Networking Mixer! Join Vets2Industry as we bring military spouses the needed connections to resources, employment, and networking for their career goals. Active duty service members and veterans are ALWAYS welcome!

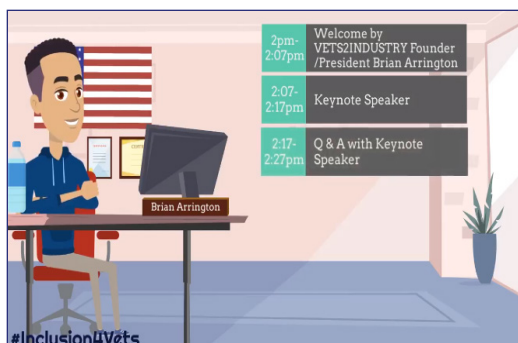
Visit www.vets2industry.org/events



Military Spouse Mixer

AUGUST 7 FROM 2-5 PM EST

Crush the next networking event!

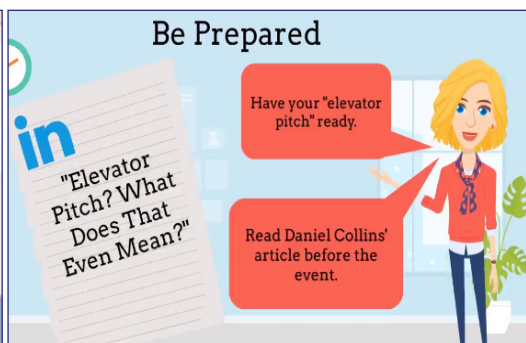


2pm-2:07pm Welcome by VETS2INDUSTRY Founder /President Brian Arrington

2:07-2:17pm Keynote Speaker

2:17-2:27pm Q & A with Keynote Speaker

#Inclusion4Vets



Be Prepared

"Elevator Pitch? What Does That Even Mean?"

Have your "elevator pitch" ready.

Read Daniel Collins' article before the event.

Get ready for the next networking circuit with this How To video courtesy of V2I volunteer Jennifer Burks. We will be posting it a few days before the event on our LinkedIn Page! Look for it!

INTRODUCING OUR NEW DEI TEAM

"Hi everyone! We just wanted to take a moment to introduce ourselves.

This is Jennifer and Marina, we are the leaders of the DIVERSITY, EQUITY AND INCLUSION (DEI) team.

I am Marina. I am a military spouse stationed in Jacksonville FL. I decided to volunteer with V2I because I wanted to have the opportunity to help and assist our community and their families during and after their service and sacrifice, to be available to get out and feel more comfortable and have the right resources to face the civilian world.



Marina

I am Jennifer. I am a 22-year military spouse. I joined V2I in order to assist transitioning service members and their families find the resources and support they need. I volunteered for the DEI team because creating positive, inclusive spaces for everyone has always been important to me. I believe people do their best work when they feel heard and valued. I hope that I can add value to your experience with V2I. My door is always open to you.



Jennifer

It is our goal to create an environment for our volunteers in which each of you feel included in the organization.

Our first order of business was to craft a statement of purpose for the DEI program. At V2I, it is all about People First, Veterans Always! As we help to establish connections, identify opportunities, and provide hope, diversity, inclusion, and equity are central to our work. At V2I we see you, beyond your education, your origin, skin color, and culture this is why we value each of you because together we are better.

The DEI team has also created a survey in order to establish an understanding of the culture at V2I and your sense of belonging in it. The results of this survey will give us a starting point to identifying the training and recruitment needs of the company which is necessary to ensure that your voices are being heard. We will be vetting guest speakers to ensure that their goals are aligned to our mission and our DE&I statement of purpose.

Finally, we will be highlighting different themes each month. Volunteers are welcome and encouraged to participate. Our doors are open to you. We would like to hear from each of you and get to know you a little better. In our ongoing effort to create the most inclusive environment possible, we welcome your questions, ideas, and suggestions.



Want to know how to help VETS2INDUSTRY provide support, opportunities for success, life-support needs, and give HOPE to our military family?

Please Donate to us at <https://vets2industry.org/donations/give/>

Every \$25 donation or more receives a VETS2INDUSTRY Challenge Coin

If you are interested in volunteering with VETS2INDUSTRY too, please send an email to support@vets2industry.org

To ensure you are not missing out on our Post Event Goodies such as our event videos, main chat transcripts, LinkedIn URLs of those signing up for our amazing VETS2INDUSTRY Virtual Networking Circuits, and tons of FREE V2I webinars, website updates, and announcements, ensure you have added the following email addresses:

events@vets2industry.org
marketing@vets2industry.org
support@vets2industry.org
operations@vets2industry.org

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VETS2INDUSTRY LINKS

NETWORKING EVENT LINKS

Link to donate <https://vets2industry.org/donations/give/>

Testimonials <https://forms.gle/AgmtKqsuucZvN776>

Vets2Industry Website <https://vets2industry.org/>

Vets2Industry Apparel <https://trupatriot.com/collections/vets-2-industry/>

Link to PREORDER V2I Merch https://docs.google.com/forms/d/1J4ik_I99s4o-82emSGr3BbxkFcyMyNg63VgBAJWwv-9k/edit

A How to Guide to Crush the V2I Virtual Networking Circuits

<https://www.linkedin.com/pulse/how-guide-crush-v2i-virtual-networking-circuits-m-s-mba-candidate/>

Amazon Smile

VETS2INDUSTRY is now officially registered with AMAZON SMILE FOUNDATION.

Just go to this link <https://amzn.to/3onJZ6B> & add VETS2INDUSTRY as the charitable organization you want to support, and always use the smile.amazon.com

Vets2Industry LinkedIn Page <https://www.linkedin.com/company/vets2industry/>

Vets2Industry LinkedIn Group <https://www.linkedin.com/groups/13834928/>

Vets2Industry Linked Veteran Job Board <https://www.linkedin.com/groups/12380259/>

Vets2Industry Instagram <https://www.instagram.com/vets2industry/>

Vets2Industry Facebook Page <https://facebook.com/vets2industryfoundation/>

Vets2Industry Facebook Group <https://www.facebook.com/groups/vets2industrygroup/>

Vets2Industry YouTube Channel <https://www.youtube.com/channel/UCvDZxtWk-4keXaRuA14D87Ng>

Vets2Industry Twitter Channel <https://twitter.com/vets2industry>