

Clarity & Alignment First—Then Action

Most job transitions don't fail at the résumé,
They fail because the end state is unclear.

STEP 1: DEFINE THE OUTCOME (WITH TIMEFRAMES & MEASURES)

Write your end state across five domains. If it's not written, it's not real.

Career: Title/level, function, role, type of work you'll do weekly, risk tolerance

Financial: Minimum compensation range, benefits priorities, savings goal, debt plan

Family: schooling, partner career considerations, travel tolerance, location constraints

Lifestyle: Community, hours, flexibility, commute/remote expectations, support

Impact: Who you want to serve, what you want to build, what "meaningful" looks like

In a transition, location and community matter
long after the workday ends.

STEP 2: CONFIRM ALIGNMENT (BEFORE MOMENTUM BUILDS)

Now pressure-test the plan—with yourself and with your family.

Values: What will you not trade away?

Strengths: Where do you consistently outperform peers?

Constraints: timing, health, caregiving, duty cycles, certifications, obligations

Culture fit: What environments energize vs. drain you?

If these don't align, no amount of hustle will fix it later.

SEEK CAREER COUNSELING EARLY

Clarity comes faster with an experienced, neutral third party, especially when stakes are high.

USNA Alumni Support Services: alumnisupportservices@usna.com Free to alumni

AMP (Alumni Mentoring Program): usna.com/amp Free alumni mentor that meets your needs

MOAA: moaa.org/career with free & discounted Premium & Life Membership for alumni

BlueMagnet: [Sign Up \(2 Minutes\)](#): Alumni founded for those 0-24 mo. from transition

Blue Water Advisors: founded by Navy veterans, check out their [Career Progression Guide](#)

VA Education and Career Counseling (Ch 35) - va.gov/careers Free to eligible veterans

Stay tuned for more on Preparation and Execution posts this month.

More transition resources coming soon on myUSNA: myusna.com (activate your account)