



## *Returning to Work after Deployment*

Returning to work after deployment takes some readjustment. You may be worried about how you'll fit back into the workforce. This is a normal feeling. It will take time to adjust.

### *What you need to know*

You may have mixed emotions about returning to work. Below are some common feelings you may experience.

- **Isolated or out of place.** You may miss the trust and bond you had with members of your unit.
- **Difficulty following the rules.** You are used to the military way of doing things. The orders to follow at work may be difficult to adjust too.
- **Boredom or lack of interest.** Your work may be less exciting than your deployment experience.
- **Trouble staying focused.** At first, you may be "on guard" and lack focus. Adjusting to civilian life will take time.

### *How can you reduce the stress of the workplace?*

Readjusting to the workplace is a team effort, but it starts with you.

- **Manage your stress.** Try to ease yourself back into the work place. Set realistic goals. Make sure you take a few short breaks throughout the day.
- **Be positive.** Focus on the achievements you make each day. Don't be too hard on yourself. Remember, you are readjusting to your new setting.
- **Avoid over scheduling yourself and "taking charge."** Try and accomplish one goal at a time. If you can, delegate some of the work load if it is too much.
- **Talk to your boss.** Tell your boss if you are feeling stressed. Your boss may help you delegate some of your duties.

### *Tips for Returning to Work*

The transition from military life to the workforce can be challenging. Adjusting to this new environment will take time. Try and be open to the challenges you will face at your work place. Your co-workers can be a source of support during this transition.

- **Talk with co-workers.** They can help you ease back into the work routine.
- **Talk about your deployment experiences in moderation.** Most people will be interested in hearing about your experiences. Talk about what you feel comfortable with sharing. Do not feel pressured to share everything. Some experiences may take time to want to discuss.

- **Do not criticize your co-workers and/or supervisors.** Everyone does things differently. Remember to be respectful and follow your job's chain of command.

### When should you get help?

Readjusting to the workplace can take six weeks or more. The time varies from person to person. Seek help if you are not feeling like yourself after several weeks.

### Where can you get help?

You may have an employee assistance program (EAP) at work. Your workplace may also have an employee resource program. (2) Talk to your employer or supervisor. Ask for assistance at work during the adjustment period.



## REMEMBER...

*It is normal to have mixed emotions about returning to work. Try to ease yourself back into the work place. Set realistic goals. Keep the lines of communication open with your co-workers and boss*

### Know your reemployment rights!

If you performed voluntary or involuntary service you have reemployment rights.

Pre-service employer must reemploy you if:

- You gave notice to the employer that you were leaving the job for service in the uniformed services.
- The period of service did not exceed 5 years with a single employer, with some exceptions allowed for situations such as call-up during emergencies.
- You were separated from service under honorable conditions (not because court martial).
- You return to the civilian job in a timely manner or have submitted a timely application for reemployment.

Law coverage: The law covers nearly all employees.

Pension plan: You have the right to receive pension plan benefits that accumulated during your service.

Health plan: When you return to work, there should be no waiting period in order for you to receive the health plan that you received prior service.

Whether or not you have work readjustment concerns, there are a variety of benefits available to service members returning home after active duty. It is important to enroll for benefits even if you do not have a current need or problem. You must enroll with the VA in order to receive certain benefit in the future. Please call your local benefits office to find out more.

