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THE EXPERIENCE OF TRANSITION:

AN ANALYSIS OF THE TRANSITION FROM THE

AUSTRALIAN DEFENCE FORCES TO CIVILIAN LIFE

by

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This thesis is based on original research conducted by the author as a research scholar at the Centre for Continuing Education at the Australian National University, November 1983 to September, 1990

Douglas MacLean
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Douglas MacLean
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ABSTRACT

Change is a significant feature of modern day living, and how individuals adapt to change is itself a legitimate field of research. Where, however, the ostensible change is dramatic, the personal and economic costs of the failure to adapt can be especially high. This study investigates the factors which may impede or facilitate the duration and intensity of the transition to civilian life, made by a large number of men (N=962) who, after serving a minimum of six years (mean = 19.7 years), left the Australian Defence Forces during the years 1981, 1982 and 1983.

Five areas or aspects of change within this transition were identified. These were the securing of congenial employment; the sorting out of finances and obtaining suitable accommodation; the settling of the family and the self into the civilian environment.

Blocks of variables (factors) which were considered to have an effect, for better or for worse, on the transition were regressed separately on variables concerned with the duration of the transition in each of the five areas of change above, on the perceived intensity of the transition process, and on the degree of felt comfort in present work and civilian roles.

These factors included (1) prior socialisation and residual socialisation effects; (2) intentional changes made contiguously with the transition and the impact of life events on individuals during the transition; (3) the potential of social support in ameliorating the effects of the transition; (4) physical and psychological health; (5) personality factors, including coping mechanisms, self esteem, self image and locus of control; and (6) work related variables.
There was support for the hypotheses that suggested that too much change, whether volitional or as a result of life events prolonged and intensified the transition and reduced the degree of comfort in civilian life. Social support, contrary to expectations, was associated with a longer time to complete transition tasks and with an intensification of the transition process. The suggestion that social support acts as a buffer against stress was not accepted. Physical health variables played little role in affecting the course or the outcomes of the transition. It was shown that transitions are stressful, and that poor self esteem and poor self image are associated with higher levels of stress, a more prolonged and intense transition and decreased comfort in civilian roles. There were a number of barriers identified in facilitating the entry into civilian work.

Major findings concluded that those respondents who missed the life in the armed forces, who perceived that the shift into civilian life incurred tremendous losses took a great deal longer to complete the transition, experienced the transition more acutely and found it difficult to be comfortable in civilian roles. Those respondents who believed that the transition was out of their control, who were unable or failed to accept the challenges and opportunities offered by their transition experienced considerable problems in making the transition.

A more general model of transition is sketched out. The implications of the model, the limitations of the research, issues and directions of future research conclude the final chapter.
Table of Contents

Acknowledgments iii

Abstract v

List of Tables xv

List of Figures xx

Chapter 1 Thesis Overview 1
  1.1 Introduction 1
  1.2 The Move into Civilian Life: More than a change of scene - a change of reality 3
  1.3 The Difference Between a Posting and the Transition to Civilian Life 5
  1.4 Aspects of the Transition to Civilian Life 8
  1.5 Factors within the Transition Process 11
  1.6 ADF Resettlement Policy 14
  1.7 Assumptions Underpinning the Thesis 15
  1.8 Rationale for the Thesis 16
  1.9 Thesis Organisation 19

Chapter 2 Issues Inherent in the Nature of Change and Transition 21
  2.1 Introduction 21
  2.2 Models of Transition - General Comments 22
  2.3 The Adams et al. (1976) Model of Transition 26
  2.4 Self Esteem During Transition 31
  2.5 Transitions and Control 35
  2.6 Lieberman's Model of Transition 39
Chapter 3  Research Design and Methodology  58
  3.1  Introduction  58
  3.2  Background to the Research  58
  3.3  Questionnaire  64
     3.3:1  Questionnaire - Content Overview  68
           Section A - Transition Time Line  68
     3.3:2  Section B - Biographical Information  69
     3.3:3  Section C - Education, Training, Employment  69
     3.3:4  Section D - Level of Community Support  69
     3.3:5  Section E - Personal and Family Adaptation  70
     3.3:6  Section F - Resettlement Assistance Issues  70
  3.4  Statistical Procedures  70
  3.5  Target Population  74
  3.6  Respondent Characteristics  77
  3.7  Response Rates  81

Chapter 4  Components of the Transition Process  85
  4.1  Introduction  85
  4.2  The Dependent Variables  86
      Part Two - Section 1  93
  4.3  Prior Socialisation  93
  4.4  The Process of Socialisation - an Overview  94
Section 5

4.32 Work as a Civilian - Introduction 161
Approaches to Career Development 162

4.33 Comparison of ADF and Civilian Working Conditions 166

4.34 Barriers to Obtaining Employment 167

4.35 Occupational Area and Aspirations 169

4.36 How well do they do? 170

4.37 Family Responsibility Index 171

4.38 Confidence in the Future 172

4.39 Hypotheses 173

Chapter 5  Results 176

5.1 Introduction 176

5.2 Section 1: Indices of Socialisation and the Dependent Variables 177

5.2:1 General Comments 177

5.2:2 Rank, Length of service, Year of Discharge and Indices of Socialisation 179

5.2:3 Indices of Socialisation and the Time Required to Complete Transition Tasks 182

5.2:4 The Intensity of the Transition and the Indices of Socialisation 183

5.2:5 The Degree of Comfort in Civilian Roles and Indices of Socialisation 194

5.2:6 Summary 185

5.2:7 Regression Equations of Socialisation and Other Variables on the Dependent Variables 187
<table>
<thead>
<tr>
<th>Section</th>
<th>Title</th>
<th>Page</th>
</tr>
</thead>
<tbody>
<tr>
<td>5.3</td>
<td>Section 2: Intentional Changes and Life Events and the Dependent Variables</td>
<td>191</td>
</tr>
<tr>
<td>5.3:1</td>
<td>Intentional Changes and the Dependent Variables</td>
<td>191</td>
</tr>
<tr>
<td>5.3:2</td>
<td>Life Events and the Dependent Variables</td>
<td>194</td>
</tr>
<tr>
<td>5.3:3</td>
<td>Intentional Changes, Life Events and Self Esteem, Stress and Locus of Control</td>
<td>197</td>
</tr>
<tr>
<td>5.3:4</td>
<td>Intentional Changes and Life Events and the Dependent Variables</td>
<td>200</td>
</tr>
<tr>
<td>5.4</td>
<td>Section 3 - Social Support and the Dependent Variables</td>
<td>203</td>
</tr>
<tr>
<td>5.4:1</td>
<td>Indices of Social Support and the Dependent Variables</td>
<td>203</td>
</tr>
<tr>
<td>5.4:2</td>
<td>Regressing the Dependent variables on the Indices of Social Support</td>
<td>207</td>
</tr>
<tr>
<td>5.4:3</td>
<td>The Equivocal Nature of Social Support</td>
<td>207</td>
</tr>
<tr>
<td>5.5</td>
<td>Section 4 - Mental Health, Esteem and Self Image, Personality and Other Variables and the dependent Variables</td>
<td>213</td>
</tr>
<tr>
<td>5.5:1</td>
<td>Esteem, Self Image, Mental and the Dependent Variables</td>
<td>213</td>
</tr>
<tr>
<td>5.5:2</td>
<td>The Exercise of Control over the Transition</td>
<td>216</td>
</tr>
<tr>
<td>5.5:3</td>
<td>Dependent Variables and the Reasons for Leaving the ADF</td>
<td>218</td>
</tr>
<tr>
<td>5.5:4</td>
<td>Coping Measures and the Dependent Variables</td>
<td>220</td>
</tr>
<tr>
<td>5.5:5</td>
<td>Physical Health and the Dependent Variables</td>
<td>222</td>
</tr>
</tbody>
</table>
5.3:6 Regression Equations: Regressing the Dependent Variables on the Mental and Physical Health, Control, Esteem and Self Image Variables

5.6 Section 5 - Work as a Civilian
5.6:1 Introduction
5.6:2 Indices of Comparison - Work in the ADF and Work as a Civilian
5.6:3 Discrepancies between Work Aspirations and Work Obtained
5.6:4 Use of Talents in Civilian Life
5.6:5 Barriers to Employment
5.6:6 How well do they do?
5.6:7 Regressing the Dependent Variables on the Work and Work Related Variables

5.7 The Dependent Variables and Expectations and Confidence in the Future Prior to Discharge

5.8 Synthesis of Results
5.8:1 Introduction
5.8:2 Procedures Adopted
5.8:3 A-138 - Time to Find a Suitable Job Table 5.25
5.8:4 A-139 - Time Taken to Sort Out Finances Table 5.26
5.8:5 A-140 - Time Taken to Feel Comfortable as a Civilian - Table 5.27
5.8:6 A-141 - Time Taken for your Family to Settle Down - Table 5.28
5.8:7 A-142 - Time Taken to Find a Suitable Place to Live - Table 5.29 258
5.8:8 A-143 - Time Taken to Complete the Transition as a Whole - Table 5.30 260
5.8:9 Summary of Duration Variables 262
5.8:10 Impact - The Intensity of the Transition Experience - Table 5.31 264
5.8:11 A-151 - Degree of comfort in Present Job Table 5.32 266
5.8:12 A-152 - Degree of Comfort as a Civilian Table 5.33 268

Chapter 6 Towards a Generalised Model of Transition 271
6.1 Introduction 271
6.2 Path Analysis of the Dependent Variables 275
6.3 Towards a Path Analytic model of the Transition Process 281

Chapter 7 Implications of the Research 287
7.1 Introduction 287
7.2 Towards a General Model of Transition 292
7.3 Comparison with Other Models of Transition 300
7.4 Further Implications of the Model 305
7.5 Implications of the Model and the Research for the Australian Defence Forces 307
7.6 Implications for Individuals Leaving the ADF 311
7.7 Limitations of the Study and Directions of Future Research 314
Appendices

A. The Problems of Resettlement - Fact or Fiction: letter published by the Army Newspaper, April 1984
B. Questions to be asked in the thesis; Crucial variables.
C. Supportive letter from Commodore James Department of Defence
D. Transition to Civilian Life - A Survey: Questionnaire Booklet
E. Questionnaire Follow-up letter
F. Explanatory notes of preliminary results forwarded upon request to respondents.
G. Additional Tables
List of Tables

Table 3:1  (A) Target Population
(B) Target Naval Population Compared
    with Returns in Computer Data-base 76

Table 3:2  Characteristics of Respondents: Rank,
            Service, Year of Discharge, Age, Length
            of Service, Marital Status, Dependents 78

Table 3:3  Questionnaire Returns by Service of
            Respondent 82

Table 5:1  Pearson Product Moment Zero Order Correlation
            Coefficients: Socialisation Indices and
            the Dependent and Other Variables 178

Table 5:2  Pearson Product Moment Zero Order Correlation
            Coefficients Among Indices of Socialisation 186

Table 5:3  Regression Equations: Dependent Variables
            on Indices of Socialisation and
            Other Variables 189

Table 5:4  Pearson Product Moment Zero Order Correlation
            Coefficients: Areas of Intentional Change,
            the Dependent and Other Variables 193
Table 5:5  Pearson Product Moment Zero Order Correlation Coefficients: Life Events' Categories, the Dependent and Other Variables 195
Table 5:6  Regression Equations: Dependent Variables on Indices of Intentional Change and Sets of Life Events 201
Table 5:7  Pearson Product Moment Zero Order Correlation Coefficients: Indices of Social Support and the Dependent Variables 204 205
Table 5:8  Regression Equations: Dependent Variables on Indices of Social and Community Support 208
Table 5:9  Regression Equations: Dependent Variables on Indices of Community and Social Support, Intentional Changes and Life Events 209
Table 5.10  Anovas: Mean Intensity of Transition by High and Low Exposure to Life Events by Level of Perceived Support 210
Table 5:11  Pearson Product Moment Zero Order Correlation Coefficients: Self Esteem, Self Image and the Dependent and Other Variables 215
Table 5:12  Pearson Product Moment Zero Order Correlation Coefficients: Mental Health, Control, Other Variables and the Dependent Variables 217
Table 5:13  Pearson Product Moment Zero Order Correlation  
Coefficients: Reasons for Leaving the ADF  
and the Dependent Variables  219

Table 5:14  Pearson Product Moment Zero Order Correlation  
Coefficients: Coping Scales and the  
Dependent Variables  221

Table 5:15  Pearson Product Moment Zero Order Correlation  
Coefficients: Selected Physical Health  
Variables and the Dependent Variables  223

Table 5:16  Regression Equations: Dependent Variables  
on Personality, Indices of Control, Esteem,  
Health and Other Variables  225

Table 5:17  Pearson Product Moment Zero Order Correlation  
Coefficients: Indices of Comparison - Work  
in the ADF and Work in Civilian Life and the  
Dependent Variables  227

Table 5:18  Frequencies and Percentages of Hoped For and  
Obtained Work by Occupational Level and Area  230

Table 5:18(a) Chi Statistics for the Dependent Variables  
and Difference Scores between Level of  
Aspiration and Achievement  233

Table 5:19  Pearson Product Moment Zero Order Correlation  
Coefficients: Selected Barriers to Employment  
and the Dependent Variables  236
Table 5:20  Pearson Product Moment Zero Order Correlation Coefficients: Employment Status, Salary Levels, Other Variables and the Dependent Variables

Table 5:21  Regression Equations: Dependent Variables on Employment and Related Variables

Table 5:22  Pearson Product Moment Zero Order Correlation Coefficients: Confidence in the Future, Other Variables and the Dependent Variables

Table 5:23  Pearson Product Moment Zero Order Correlation Coefficients: Estimated Time to Complete Transition Tasks, Other Variables and the Dependent Variables

Table 5:24  Regression Equations: Dependent Variables on Confidence in the Future, Estimated Time to Complete Transition Tasks and Other Variables

Table 5:25  A-138 Regressed on the Independent Variables - Entered in Blocks

Table 5:26  A-139 Regressed on the Independent Variables - Entered in Blocks

Table 5:27  A-140 Regressed on the Independent Variables - Entered in Blocks
<table>
<thead>
<tr>
<th>Table</th>
<th>Description</th>
<th>Page</th>
</tr>
</thead>
<tbody>
<tr>
<td>5:28</td>
<td>A-141 Regressed on the Independent Variables - Entered in Blocks</td>
<td>257</td>
</tr>
<tr>
<td>5:29</td>
<td>A-142 Regressed on the Independent Variables - Entered in Blocks</td>
<td>259</td>
</tr>
<tr>
<td>5:30</td>
<td>A-143 Regressed on the Independent Variables - Entered in Blocks</td>
<td>261</td>
</tr>
<tr>
<td>5:31</td>
<td>Impact Regressed on the Independent Variables - Entered in Blocks</td>
<td>265</td>
</tr>
<tr>
<td>5:32</td>
<td>A-151 Regressed on the Independent Variables - Entered in Blocks</td>
<td>267</td>
</tr>
<tr>
<td>5:33</td>
<td>A-152 Regressed on the Independent Variables - Entered in Blocks</td>
<td>269</td>
</tr>
<tr>
<td>6:1</td>
<td>Pattern of Independent Variables on Dependent Variables</td>
<td>273</td>
</tr>
<tr>
<td>6:2</td>
<td>Regression Equations: Six Equations of the Data for Fig. 6.2</td>
<td>280</td>
</tr>
</tbody>
</table>
List of Figures

Fig 2.1  Life Space Diagrams  29

Fig 2.2  Self Esteem and Stages within the Transition Process  32

Fig 2.3  Lieberman's (1975) Transition Model  40

Fig 2.4  Schematic Diagram of the Transition Process  56

Fig 5.1  Mean Degree of Intensity of Transition Associated with Low and High Exposure to Various Life Events by Perceived Level of Support from Spouse (D-15) and Relatives, neighbours and Friends  211

Fig 6.1  Path Diagram of the Dependent Variables  276

Fig 6.2  Path Diagram of the Transition Process  282
Chapter One

Thesis Overview

1.1 Introduction

The soldier must become a tough fighting man who can effectively kill others and protect himself under the most inhospitable and "inhuman" conditions. In order to transform the peaceful citizen into an effective fighter, the military must first desocialise him. This is accomplished by isolation from former friends and associates, a rigidly authoritarian discipline, and hours of tedious jobs. In this completely hostile and strange environment, the recruit begins to raise questions. Who am I? What am I doing here? What are my jobs and what is my place in this new society? The military supplies the answers to create in the recruit a new self-conception. You are a soldier, bound by duty and honor to your country and your superiors. You are to be trained in new skills and knowledge - electronics, physical prowess, nuclear science. New symbols of status and position in the form of uniforms and medals are awarded as a reflection of this new self. Whereas most forms of killing are condemned in civilian society, killing becomes redefined and rewarded in the military. This change of attitude could not take place without desocialisation and resocialisation of the individual. However, since it is difficult, if not often impossible, totally to remake a socialised individual, the military enlists the aid of former agents of socialisation in the process. The family and state are asked to honor and admire the soldier. The church is utilised to convince the recruit that it is God's will to oppose the enemy.

(Lowry and Rankin, 1972: 84).
But what happens to men who leave the military, perhaps with a history of twenty years service, some of which may have been on active duty in a war zone? How do they cope with the transition into civilian life? Is it easy? How long does it take? What are some of the factors which impede this major life transition? What factors facilitate the 'civilianisation' process? These are some of the questions addressed in this research.

When men move from the Australian Defence Forces (ADF) into civilian life they are involved in a transition which may have significant future effects, not only for themselves, but also for their loved ones. Their discharge from the armed services may be a turning point for change from which there is no retreat. The full significance of the changes to be made may not be fully realised (Adams et al., 1976) at the time of discharge.

This thesis investigates the transition of a large number of men (N=962) who left the Australian Defence Forces (ADF) between January 1981 and December 1983 with a minimum of six, and an average of twenty years service with the ADF. The interest lies in the way these men, who have been socialised into a professional way of life which is rather unique, cope and adjust to a new life style and develop new careers in the somewhat alien and certainly more ambiguous civilian environment.

There are a number of factors thought to prolong the duration of the transition, to exacerbate its intensity and to make it difficult for ex-ADF personnel to fit into civilian society. These include the continuation of the impact of prior ADF socialisation (cf. Ebaugh, 1988); the grieving and mourning which occurs with loss of status, security, order and comradeship associated with departure from a more or less
closed society; the impact engendered by life events (Holmes and Rahe, 1967) at about the time of discharge from the ADF; the accumulative effects of other intentional changes (Tough, 1980) made contiguous with and as a consequence of the discharge; health factors and inappropriate coping mechanisms; a failure to exercise control over (Rotter, 1966) and responsibility for the transition process, and a failure to accept the challenges offered within the civilian environment.

Factors which are believed facilitate the transition include support from spouse, family, friends, the community and social support services (Cobb, 1976, Viney, 1980), including ADF resettlement programs. It is also expected, for example, that anticipatory planning (cf. Merton, 1957), confidence and hope for the future (Liebman, 1975) and positive coping strategies would reduce the duration and intensity of the transition and in addition would contribute to the perceived level of comfort in civilian roles.

The very generality of the transition process (e.g. Adams et al. 1976; Ebaugh, 1988; Viney, 1980) suggests that these factors may operate independently of biographical attributes - age, length of service in the ADF, year of discharge, family responsibilities before and after discharge, level of education attained and branch of the armed services (i.e. Army, Navy or RAAF).

1.2 The Move into Civilian Life: more than a change of scene - a change of reality

Men leaving the ADF whether by compulsion because they have reached their 'age-for-retirement' or by choice, perhaps in anticipation of that age, are involved in a series of acts which have both personal and social consequences. According to Wentworth (1980) the consequences are such that they modify,
amend or confirm a reality. Reality is a social and cultural construct which arises out of interaction between individuals and the social order. As a result there is the development of shared meanings through speech, conduct and utilisation of space and other resources, within an historical context.

The 'boot camp' experience or induction into the Military Academy (Dornbusch, 1955) are merely the essential preliminaries to life in the military. The shared meanings become part of the 'being' of the person. The longer the length of service and the higher the rank the greater is the likelihood of difficulty when confronted with discharge from the ADF, regardless of its inevitability or whether or not this decision is voluntarily made.

Men leaving the ADF have to 'let go' (Osherson, 1980) of this reality engendered and nurtured within a total institutional framework (Goffman, 1957) and have to create a new reality and consequent identity as a civilian. In a real sense the ex-serviceman has to change and adapt to a situation with which he is relatively unfamiliar. His interaction with others and the 'new' or different social order will lead in time to the development of a new reality, a new reality which demands and interacts with changes in behaviour, attitudes and values.

But the new reality is always partial. It will always carry with it vestiges and residue of previous realities. Ex-servicemen like other 'exes', Ebaugh (1988) are involved in a 'role exit' process. That is, there is a disengagement from a role that has been central to one's identity (cf. Bertaux, 1982; Miller et al., 1979) to the reestablishment of an identity in a new role that takes into account one's ex-role'. Ebaugh points out that the world is populated with 'exes' - ex-doctors, ex-nuns, the divorced, ex-athletes, ex-convicts, but
believes that regardless of the nature of their previous identity, exes have to live in the present in the continuing presence of who they were. Who they were influences their present and inevitably the future.

It is likely that where the previous identity has been formed and nurtured in a more or less total institution like the armed forces, that the past may have a profound effect on the present and impact on the future. The past may impede the civilianisation process.

1.3 The Difference Between a Posting and the Transition to Civilian Life

For like others (eg. nuns, convicts, psychiatric patients) in total institutions (Goffman, 1957), ADF personnel are under authority twenty-four hours a day. This authority even extends to the immediate families of ADF personnel. It is one of the significant features of ADF service life that personnel and their families can be posted to other bases or berths at the behest of their prescribed authority. Families move from posting to posting (or from berth to berth) on average, at least once every eighteen months to two years. The frequency of postings and the posting itself generates its own discontinuities. But, its very frequency and its 'normalcy' within the ADF environment may well engender a monotony within the variety.

It could be argued, therefore, that the transition to civilian life ought to be little different from the change experienced in moving from one posting to another within the ADF. The assumption could well be made that ADF men and their families are familiar with the demands of change, and used to settling into new environments.
If that is the case, then the 30% of respondents in this study who indicated that they had experienced some difficulty in making the transition, had real and significant problems in making the adaptation to civilian life.

Indeed, the actual percentage of those experiencing difficulty may be higher than might be expected, bearing in mind the nature of the 'postings' situation in the ADF. In other words, the demand characteristics of the task of moving into civilian life may be different, and perhaps more rigorous than the demand characteristics of moving self and family from one posting in one part of Australia to another posting somewhere else in the country, or indeed, overseas.

It may be that a change of posting can be thought of in terms of a discontinuity within a greater, more powerful underlying philosophy of continuity, epitomised by terms such as 'career'; 'duty'; and 'service'. As such, the trauma of change engendered by postings, whilst exceedingly uncomfortable and objected to (Hamilton, 1985), is minimised by the underpinning supportiveness of service life. However, the shift to civilian life may be a more traumatic event, a major life change for it represents a marked discontinuity within an individual's life, demanding action to meet the challenges posed in a new environment, exacerbated by the cessation or the absence or even negation of any underpinning continuity! A discontinuity within a discontinuity, perhaps? Thus, structure and order have to be imposed on the ambiguities faced in civilian life. The family unit and the community of destination may be used to replace the order and structure inherent with service life, placing additional demands on them, which they may be unable to meet.
The nature of service life, including the discontinuities created by the present postings policy, with its emphasis on camaraderie and its relative exclusiveness generate strong feelings of 'we-ness', of belonging, of support (cf. Cobb, 1976), of knowing where one is in the hierarchy, with a clarity of roles, and so on. Many ex-servicemen commented that they missed the 'mateship' associated with the ADF, its security, the possibility of travel, sense of responsibility and a feeling of doing something worthwhile - being part of a larger whole.

These characteristics tend to be absent in much of civilian life and civilian work roles, except perhaps, in corporations which try and develop a corporate culture. Health, medical, educational and welfare services in civilian life are extrinsic to the individual and his family. In the armed forces, however, such services are intrinsic to life in the armed forces, total authority is related to total care.

Gerber (1986), for example, in a review of training programs for ADF officers above the rank of Major comments on the role of the Joint Services Staff College. He points out that the course is meant to encourage 'some independent thought and decision making'. One naval officer considered that there was 'nothing new under the sun' and that all circumstances and contingencies within the navy had been covered. All that was required was to find the appropriate manual!

As civilians, ex-servicemen will be expected to exercise much more initiative, be required to think independently and take actions and make decisions without the help of manuals and the hegemony of ADF support structures. The movement into civilian life requires the individual make decisions in a number of key areas of living from which they may have been insulated as a
member of the ADF. Interviews with ex-servicemen revealed five key areas of concern within the transition.

The five key areas included finding congenial employment; sorting out the financial situation particularly where there were pension entitlements; finding suitable accommodation; settling the family into civilian life; and making the personal adjustments necessary for survival in civilian life.

These five key areas of decision making or transition tasks involved the making of choices and following through the decisions that flowed therefrom - activities not normally a part of life in the military. For example, decisions about where to live have to take into account employment possibilities, quality of schooling for the children, lifestyle possibilities, the partner's employment and social activities, location of health care facilities and so on. The purchase of a house involves visits to lawyers, building societies, bankers and so on. The seeking of employment involves the development of job search skills, writing curriculum vitae, interviewee skills and presentation and marketing of the self.

1.4 Aspects of the Transition to Civilian Life

Thus, the change or transition experienced by these men may need to be regarded not in global terms, of total change, but rather as a series of smaller changes in related areas of functioning, each of which has a contribution to make to the larger change. Concentration on the nature of the 'total change' may mask the demand characteristics of the smaller change-tasks within the total change.

Moreover as transitions are complex and multifaceted phenomena, decisions leading to change in one area of life,
are likely to have effects in other areas of functioning or aspects of life. For example, decisions about where to live may impact on the children's schooling and so on. But if the concern is primarily with the seeking of the best schools and the provision of the best education for the children, then decisions made about the children's schooling may influence, if not determine, housing decisions.

Furthermore, there may well be a differential ability to cope with the various aspects of the total change. For example, 'success' in making an adjustment in the area of housing and accommodation, may not necessarily guarantee 'success' in coping with the finding of a suitable job.

In the thesis five inter-related aspects of the transition were identified by ex-servicemen interviewed prior to the development of the survey instrument. The first of these, and in many respects the primary task for the ex-serviceman is the obtaining of suitable employment (in the sense of being occupied), whether this is in gainful employment, as employee or self-employed; as a student, age-retiree, or devotee of alternative life styles. The majority of men opted for continuity of employment. Few were prepared to adopt alternative leisure life styles, or to seek further education.

Many respondents reported difficulty in obtaining suitable civilian employment in the locations in which they had chosen to resettle. The failure to obtain suitable work mitigated against the establishment of a civilian identity with consequences in terms of poor self esteem, a prolonged and intensified transition and marked discomfort in civilian roles.

Secondly and thirdly, there are the tasks of settling the family into civilian life and finding suitable accommodation.
Resettlement is not merely a matter of resettling individuals, it is the resettlement of families, who together with their partners have shared the 'services experience'. The adjustment of the family to civilian life is just as important as the resettlement of the individual service member.

The fourth aspect of the transition, and in many ways the least important, notwithstanding the great emphasis placed on this area in Resettlement Seminars conducted by the Defence Department, is decision-making about finances, and how to spend or invest the commutable part of pension rights and benefits accrued after twenty years service.

The fifth and most important aspect or task to be confronted within the transition process is the individual member's ability to feel comfortable as a civilian. Comfort implies a degree of psychological ease and acceptance of the civilian identity. It implies the ability to 'let go' of military ways of thinking, feeling and behaving. It suggests the ability to discriminate, to be flexible, to refrain from imposing military ways of doing things, inappropriately, particularly in civilian work situations. To 'let go' need not be a denial of the past, but rather a capitalising on and a utilisation of skills, expertise and so on gained from being a member of the ADF. Civilian employers have to recognise the talent available to them and utilise it in meaningful ways within the civilian environment.

The results of the thesis will show that a substantial number of men complete the transition to civilian life in the five areas outlined above in a relatively short period of time. For that group of men (approximately 70%) it could be argued that the transition was relatively smooth and largely continuous in nature. For the other 30% approximately, the transition is
relatively difficult and possibly represents a marked discontinuity in their lives, generating a relatively greater degree of stress in coping with adaptive demands.

The dependent variables in this study are those that first of all, tap the amount of time required to complete the five aspects of the transition. Secondly, there is an index of the intensity of the transition experience. Thirdly, there are two variables which measure the outcomes of the transition - the degree of perceived comfort in civilian roles at the time of the completion of the survey instrument.

1.5 Factors within the Transition Process

Men within the ADF can be considered a unique group among male participants within the Australian labour force because the majority of them have to consider the possibility of entering or developing a new 'occupation' when the period of their ADF service concludes. No other sizeable group of professionals within the labour force has its employment more or less compulsorily ended at a time when other professionals who are in mid-life and in mid-career, are looking forward to a consolidation of their career and progressive enhancement in status.

The thesis investigates a number of factors (independent variables) which appear to influence the intensity and duration of the transition and its outcomes measured in terms of the perceived degree of comfort in civilian roles (dependent variables) at the time of the collection of the data. The factors were derived in part from existing models of transition (eg. Adams et al., 1976; Lieberman, 1975).

First of all there is an investigation of the effects of ADF socialisation on the dependent variables. The men bring with
them into civilian life the hegemony of the ADF socialisation process to some degree, or other. The socialisation process required to become a competent serviceman, may not be entirely compatible with the kind of demands made in civilian life. Therefore, it is expected that prior socialisation will be an inhibitor of progress through the transition.

Part and parcel of the socialisation process is the development of statements and affirmation of personal identity. Indeed, the feelings of loss associated with the 'surrendering' of an ADF-based identity feature strongly as one of the major components in prolonging the transition process. The feelings of loss can be so strong that they inhibit the possibility of accepting the challenges and opportunities within the civilian environment.

Secondly, there are personality factors which may play a role in facilitating the transition. Those who are proactive, (internal locus of control), who plan ahead for the transition, who feel in control of events and are prepared to accept responsibility for their acts are expected to have a quicker and easier transition than those who are not.

Obviously confidence in oneself, in the future, high self esteem and good self image are associated with an easier transition. Whereas, poor health and fitness are believed to impede the transition.

Thirdly, the new civilian's difficulties may be exacerbated by the extent to which he is confronted with other contiguous life-change events. The evidence in the literature (eg. Holmes and Rahe, 1967; Kessler, 1979; Rabkin and Struening, 1976) strongly indicates that there is a relationship between life change-events and stress. Life events and other personal change, intentional (Tough, 1980) or otherwise occurring at or
about the time of the transition into civilian life are factors considered to have an impact on the intensity and duration of the transition process. There is research to suggest that social and community support may ameliorate the stress generated by the impact of life events (e.g., Cobb, 1976; Fleming, et al. 1985).

Crucial to the successful completion of any transition is the rapidity of the accessibility and acceptance of new roles. The centrality of work in the formation of identity (Bertaux, 1982; Miller et al., 1979) points to the need to investigate those features of the civilian work environment, including the attitudes of new employers and unions to the ex-servicemen. Respondents were asked to compare working conditions within the ADF with those in the civilian environment. Where there were marked discrepancies between the two in favour of the ADF, it would be expected that this would be associated with a longer time to complete transition tasks and to feel comfortable as a civilian.

The transition into civilian life may present severe problems for ex-armed forces personnel as a consequence of the marked discontinuity (Adams et al. 1976) between life in the ADF and the civilian environment. There are other parallels. Many teachers at all levels within the education system have had no other experience of the world of work apart from schools, colleges, universities. Professional athletes after devoting a considerable amount of energy, time and money to their development may find that by age thirty-five, they are physically not able to continue to compete effectively and therefore have to change career areas, and a marked change in life style. It is suspected that many career nurses, upon leaving nursing, experience difficulties in adjusting to life outside the hospital and health care systems. Similarly, those
who retire from employment, diplomats who return home after duty overseas for many years and others (e.g. nuns, convicts, psychiatric patients) may find that the skills, experience, expertise and other qualities that enabled them to not only survive but do well in their chosen 'profession' and environment may be the very qualities which incapacitate them (trained incapacity) for survival outside of their chosen environment and profession.

1.6 ADF Resettlement Policy

ADF resettlement policy - the easing of the transition into civilian life - is orientated to ensuring that there should be a minimum of involuntary break in continuity of employment for ex-service personnel. They should be placed in employment which capitalises on their skills, qualifications and expertise, and be rewarded with a reasonable rate of remuneration, with job security in line with their wishes (Department of Defence, 1985). The policy is predicated on the notion that the men and women who leave the armed forces should not be penalised in terms of occupation, income, status and security as a consequence of serving their country.

As the subjects of this study had been civilians for approximately between fifteen months and forty months, they were able to not only comment on the differences between life in the ADF and their life in the civilian environment but also to identify the nature of the challenges met and adjustments made during the transition.

These men, furthermore, were in an ideal position to evaluate the resettlement help received from the ADF in the light of their transition experiences. Indeed, as a quid pro quo in return for substantial assistance from the Department of Defence, the researcher agreed to undertake an evaluation of
the Department's Resettlement Seminars (not reported in the thesis), a significant feature of ADF resettlement provisions.

Suffice to say that the data suggests widespread dissatisfaction with current resettlement provisions. This indicates that the assumptions which underpin the provisions and the manner in which the assumptions are manifested in policy and the way in which policy is implemented, needs to be re-examined.

1.7 Assumptions Underpinning the Thesis

Several assumptions underpin the thesis. Arguably the most important is that the research is predicated on the assumption that men leaving the ADF are able to recognise and articulate the differences between life in the armed forces and life as a civilian. It is the perception, appraisal (Lazarus, 1976) or recognition of differences which precipitates adaptive behaviour on the part of the individual.

The need to change in response to the perceived differences generates stress (Holmes and Rahe, 1967) independent of its nature (Adams et al., 1976). The greater the perceived discontinuity the greater the demands (and consequent stress) made on the individual concerned. Mendelsohn (1980) and Wentworth (1980) believe that there are always elements of continuity and discontinuity in the construction of reality. Whether the shift into civilian life presents as a continuity or as a discontinuity is a function of the perception of the individual engaged in the process. Change has to be perceived before it can be assumed to have taken place (Adams et al., 1976; Bateson, 1980; Blair, 1976).

A further related assumption which permeates this thesis is that human beings are believed to be co-producers of their own
development (Featherman and Lerner, 1985; Waddington, 1976, Wentworth, 1980). There is a continuous interaction with their environment to produce a new reality. At the very least this implies that human beings selectively attend to (Kahneman, 1973) and make use of those aspects of the environment and its resources which they believe will be helpful to them in the process of coping with the change.

The ex-serviceman carries with him (like all human beings) into new situations a pre-disposition to selectively attend to certain aspects of the environment rather than to others as a function of his past experience. This selectivity occurs not only in attempting to achieve an optimal career fit (Ginzberg, 1972) but in deciding where to re-locate self and the family and finding suitable accommodation after discharge, as well as sorting out their financial position in the light of the new circumstances. If the assumption holds, it becomes important to describe the use made of the environment (eg. social support, Cobb, 1976) and to ascertain its efficacy in the transition process.

1.8 Rationale for the Thesis
A number of theoretical issues are addressed in this thesis. The first relates to the continuing effects of socialisation processes and its impact in new situations. The concept of residual socialisation has been coined in this thesis to describe this phenomenon. The investigation, with its relatively large number of respondents, provides the opportunity to discover not only whether or not such a phenomenon exists but also to ascertain whether or not residual socialisation makes any impact on the transition process.

If there are residual socialisation effects, then its constitution, its nature becomes an important theoretical
issue. The research shows that men leaving the ADF suffer considerable losses in terms of status, mateship and so on. These losses have some association with the rank held at discharge, but more significantly with length of service in the ADF.

The question of the role of social support in ameliorating the effects of life events and other social stresses has a considerable history (eg Cobb, 1974). There is the related issue of whether social support effects are important in their own right (main effects) or they act as a buffer against stress.

Science is concerned with both prediction and explanation. The variables which appear to predict 'success' or otherwise in making the transition have to be seen as merely the first step in developing an understanding or seeking an explanation of the nature of the transition processes.

It is important to identify the critical factors which prolong the time required to complete aspects of the transition, which intensify the way it is experienced, and which lead to feelings of discomfort in civilian roles. Such an identification may then assist in the development of interventions within both the ADF and the civilian environment targeted to assisting ex-servicemen and their families in their transition to civilian life.

There are, then, practical and economic reasons why work in this area is important. There is a turnover of personnel from the ADF of approximately 10-13% per annum. About half of that number, between 3500 and 4000 men and women with the length of service in the ADF encompassed by this research leave the ADF every year.
The costs in human suffering of people making inappropriate decisions based on inadequate information are enormous. The economic costs of the wastage of skills caused by individuals moving into second careers without due recognition of prior service experience and qualifications are great. Dawkins (1987; 1988), for example, has been at pains to encourage re-training within the labour force, increase job mobility, multi-skilling and award restructuring in order to enhance Australia's economic performance. Recently, he has announced a $73 million program to ensure the adequate recognition of the qualifications of migrants. Men within the ADF frequently have skills and expertise gained from the working with top secret and classified technology unknown to many employers and training institutions. There is a need to recognise and to accredit such training and expertise (MacLean, 1989).

There is a tendency that where men are over-qualified for the work they do, or where there is skill under-utilisation, to experience dissatisfaction with the job (Warr, 1987). This may lead to poor performance, reduced productivity, a loss of self esteem and a negative impact on family life (Levi, 1987). If men are badly placed within the work force at a time of relatively high structural unemployment then this may deprive younger people of the opportunity of work experience. Together, the cost to the taxpayer of unemployment benefits, the poor utilisation, and in some cases, the loss of skills and experience, families made vulnerable and at risk by the above are incalculable.

The costs of effecting the resettlement provisions are also substantial and, therefore, it is imperative that there is a targeting by the ADF of those in greatest need. There is also a relationship between good resettlement provisions and, ironically, the ability to recruit quality personnel.
But the costs (Viney, 1980) of any transition or role exit are not limited to men in the armed forces. The work of Ebaugh suggests that there are underlying patterns and processes for many different role exits. Transitions, of any kind, provide the opportunity for growth (Cohen, 1985). If the process is more fully understood, then this may assist helping professionals (counsellors, psychologists, etc.) and those undergoing transition cope with the pain of 'letting go' of those aspects of the 'old reality' which are no longer functional, but at the same time 'holding on' (Osherson, 1980) to that which is likely to be useful in producing the future.

1.9 Thesis Organisation - A Brief Overview

Chapter Two critically evaluates the models of transition which were influential in the development and implementation of this research study. This Chapter concludes with a brief overview of the major dependent and independent variables considered in the study.

Chapter Three presents a history of the project: It outlines the research design, procedures and methodologies utilised. Chapter Four identifies, discusses the nature of and operationalises the major sets of variables to be used in this study. The chapter includes a brief overview of the literature relating to the variables and within each section outlines the major hypotheses to be examined in the thesis.

Chapter Five presents the major results of the study. It presents a number of tables directed to a testing of the major hypotheses. It highlights the regressing of the dependent variables on the independent variables, and concludes with a synthesizing process, where the dependent variables are regressed separately on item pools, comprising those independent variables which had made unique contributions to
accountable variance within the dependent variables in previous analyses.

Chapter Six takes this process further, and develops a more general model of the transition process. Chapter Seven concludes the thesis by discussing the implications of the research and the transition model for the ADF and ADF personnel considering discharge from the military. Some directions for future research are explored and the wider implications of the transition model examined.
Chapter Two

Issues Inherent in the Nature of Change and Transition

2.1 Introduction
The study examines the way men make the transition into civilian life and focusses on the factors which may influence the time taken to complete five aspects of the transition - the searching for congenial employment, the sorting out of family and personal finances, seeking new accommodation and the settling into civilian of both family and the self. In addition, the research examines those factors (independent variables) - personal, environmental and situational which intensify the nature of the transition and which impact on the process of civilianisation - the degree of perceived comfort in civilian roles.

The chapter begins with some general comments on the nature of transitions and then moves on to critique the models of transition which were influential in the development of this research. The chapter concludes by suggesting that for each aspect of the transition there are likely to be a set of core variables generic to all aspects of the transition, and yet other variables which are unique to each aspect of the transition. The independent variables, for convenience and their ostensible theoretical and conceptual inter-dependence are segregated into blocks of variables which then form a broad brush model of the transition process. The model is then briefly discussed.
2.2 Models of Transition - General Comments

"Changes that have important consequences for human behaviour are regarded as transitions." (Eurich, 1981:8)

At the most simplistic level all models of transition appear to comprise three or four major elements depending on the starting point for viewing the transition. First of all, there is usually some triggering event (Aslanian and Brickell, 1980; Cross, 1981) or stimulus which results in a 'threat' or 'challenge' to the present functioning of the individual.

How the triggering event and the demand characteristics of the changes to be made are perceived is a function of the individual's selective attention (eg. Kahneman, 1973) and his past experience interacting with the present (Viney, 1980; Ebaugh, 1988) to co-produce with the environment (cf. Waddington, 1976) future possibilities and outcomes (Featherman and Lerner, 1985).

Thus, the individual at discharge from the ADF takes with him into civilian life perceptions of his life in the ADF, including certain values and attitudes engendered by an involvement in a more or less total institution. Not only will they play a role in his interpretation of the significance of discharge but will continue to influence current functioning and his attempts to fit into civilian life. The effects, however, may dissipate over time (Surtees and Ingham, 1980).

In case of personnel leaving the Australian Defence Forces (ADF) the date of discharge marks the boundary between segments (Bertaux, 1982) in their life span. It may be as significant as the shift from school to first job, the transition from schoolboy to 'working man', or retirement from the active
labour force. For the purposes of this present research study, the date of discharge will be regarded as the stimulus for change. Notwithstanding the fact that for a substantial number of discharges, retirement from the ADF (discharge) had been contemplated for some time, and that the date of discharge was the end point of a much longer process. The date of discharge is easily identifiable and marks the end of the military life and the beginning of life as a civilian and all that that entails - the doffing of the military uniform and the donning of civilian garb.

Secondly, transition models (eg, Lieberman, 1975; Viney, 1976) typically proceed to examine the manner in which the 'threat', challenge or in some cases the 'crisis' presented by the 'triggering stimulus' is handled.

Models of transition (eg. Adams, et al., 1976) recognise that a response to the appraisal (Lazarus, 1976) of the stimulus usually necessitates some action or adaptive behaviour. Thus, typically there may be an investigation of the coping or adaptive strategies of the individual (cf. Folkman and Lazarus, 1980). Adams et al. (1976) for example, suggest a number of strategies for the coping with transition.

Or the model of transition may seek to identify those aspects of the environment which may be supportive of the individual undergoing change. The support may be inherent within an organisation like the ADF, or it may emanate from the wider community (eg. the church, employment agencies, legal aid) and/or from the spouse or partner and other family members.

The final element in most transition models is the identification, measurement and evaluation of the outcome of the coping, or the nature of the adjustment made by the
individual to the new situation and/or conditions. Viney (1980), for example, tends to view the outcomes of transitions in terms of 'costs' which are psychological in nature. Whereas, others believe that change and its associated stress provides the individual with the potential for growth (Cohen, 1985) and/or learning (Weathersby and Tarule, 1980).

Connell and Furman (1984) suggest that transitions can best be defined as the occurrence of a relatively greater change in a characteristic or set of characteristics of an individual or group. Transitional events are the triggers or instigators of the relatively greater change that occurs. This view implies that the change has to be greater than the normal and expectable. It has to breach some kind of perceptual threshold (cf. Freedle, 1977) which calls for an adaptive response which is outside of everyday functioning. Men leaving the armed forces have to act, behave and perform in situations which are far more ambiguous than hitherto. The normal and the expectable have now a dramatically different character.

Connell and Furman (1984) support Kant (1966) with the recognition that transitions are time-dependent, that is they take time - have 'duration'. Few discussions of the nature of transition include the time required to complete the transition as a significant variable within the transition process. Yet it is patently obvious that the longer the transition the more painful, emotionally and economically it is likely to be. It is important to discover the environmental and other factors which lead to some people taking longer than others to complete ostensibly similar types of transition.
Every transition therefore from one state to another takes place in a certain time between two moments, the first of which determines the state from which a thing arises, the second that at which it arrives ... (Kant, 1966: 164-165)

It seems obvious that any research which attempts to examine the phenomenon of transition and the consequences for the individual has to be able to identify the existence of change. Indeed, the thesis is predicated upon the possibility that men, after having left the ADF for some time, are able to ascertain differences between their circumstances in civilian life, and the life style they enjoyed within the ADF.

Thus, the perception of differences - the receipt of news (Bateson, 1980) - or more correctly, what counts as news and, the interpretation of its meaning, is at the most general level influenced by the root metaphors (Reese, 1977), cultural values (Kluckhohn, 1954) and, personal ideology. At the more immediate level, what is deemed to be news is 'determined' by the history and current state and mode of functioning of the individual in interaction with his environment. The way in which change is perceived is, then, largely a function of the beholder, his purposes (see, for example, Mendelsohn, 1980; Tanner, 1978; Zukav, 1979) and its historical context (Elder, 1981). And, inevitably, the way in which reality is represented or constructed has differential implications for the nature of and explanation of evidence (e.g Kuhn, 1962; Pepper, 1942).

Whilst the literature on the nature of change is not explored here, there are issues within the literature that highlight its paradoxical and contradictory nature. These issues within the literature on change have to do with the relationship between persistence and change, epitomised by the French saying 'plus
change, plus c'est la même chose'; between continuous change and discontinuous change (Kagan, 1980; Mendelsohn, 1980); the stability or persistence of behaviour or a trait in an individual in the process of change (Flavell, 1972; Wohlwill, 1980); first order change and second order change (Watzlawick, 1974); the recursive nature of change; the recognition that change in an individual has an impact on the environment which has an impact on the individual which then affects the environment, in an open-ended dialogue (cf. Brent, 1978a; 1978b). Reference is frequently made to the intensity, the duration and the rate of change (eg. Toffler, 1970) as well as to the resistance to change (cf. Viney, 1980), and its opposite, openness to change.

2.3 **The Adams et al. (1976) Model of Transition:**
Adams et al. (1976); offer a field-theory (see Lewin, 1951) approach to transition and consider that transition is a discontinuity in an individual's life space, which requires some change in behaviour, attitudes, roles, and so on, however subtle these changes may be. There is a degree of similarity with Bertaux' segments, except that the segments of Bertaux are functions of different times or stages within the life span. Lewin's regions are different, they are both instantaneous and contemporaneous.

Adams et al. (1976) indicate that discontinuity is usually triggered (see also Aslanian and Brickell, 1980; and Cross, 1981) by an event which is the stimulus for the transition. Implicit in their theory are two notions. The first is that the discontinuity has to be recognised by the individual, (ie. breach the individual's perceptual threshold). The second is that the very observance of the discontinuity inevitably demands some change. There has, therefore, to be at least a minimal amount of awareness on the part of the individual of
the discrepancy and the need for adaptive behaviour to meet changing circumstances. This may be, they point out, because the situation is new or the required behaviours are novel, or both. They believe that frequently, many people are not fully aware of the requirements for change, or even of the extent of their change as a result of the discontinuity. They give the example of a person recently widowed, who doesn't 'notice' her partner's absence until the gutters need clearing, or some other task which was habitually the other's, needs to be done.

Adams et al. (1976), however, are caught in the difficulty of attempting to describe a dynamic process by the use of 'static descriptors' - a transition is a defined as a change in an individual's life space. It is not altogether clear, how a disruption in a life space can be visualised. It ought to surely be, the differences in life space diagrams at two, and indeed many different times (see Tuma and Hannon, 1984 for mathematical approaches to the measurement of such phenomena).

Adams et al. (1976) believe that all transitions generate stress regardless of the nature of the transition. Even so-called positive transitions or positive change, for example, winning a lot of money, parenthood, marriage engender stress (Holmes and Rahe, 1967). Any triggering event, thus, represents a potential stressor.

Adams et al. (1976) consider that the intensity of experienced strain is dependent upon the degree to which the individual is required to make new adaptations associated with environmental change. The assumption is that the greater the difference between the Time 1 and the Time 2 life spaces, the higher the degree of stress and consequent adaptive requirements; conversely, the smaller the perceived difference, the lower the degree of stress and the number of adaptive demands.
The following two figures (2:1a;1b) show schematically the hypothetical life space of an individual before and after leaving the ADF. These life space diagrams can be constructed at any time. Note in this case that there have been changes in the work region, it is slightly smaller at Time 2, and that he has developed new "leisure interests" - Rotary, probably at the expense of his "climbing activities". The individual "P" moves relatively freely throughout his life space, tending to stay in those areas which are perceived to be positive and avoiding those regions which have negative connotations.

Furthermore, activity within a particular region can influence other regions depending upon the permeability of the membranes, the boundaries of the regions. The individual who has had a bad day at work, may let this affect his family life, where the membrane between the two regions is relatively permeable. The implications of changes over time for other regions may be considerable. Even where the individual apparently occupies similar roles in work regions at Time 1 and Time 2, the differences may be sufficient to have an impact on other regions within the life space. For example, an individual who at Time 1 managed to get home at 6.30pm after work, may discover that in a new job at Time 2, he is home regularly at 5.30pm, and therefore has greater opportunities to interact with his family, in new ways, ways that might have been impossible under the conditions obtaining in his life space at Time 1.

It could be envisaged that because of the total institutional nature of the ADF life style that there would be a greater permeability between the work region and all the other regions. In civilian life the membrane between work and other aspects of life could well be tougher and hence more separate.
Fig. 2.1
Hypothetical Life Space of a Respondent
a) Before Discharge
b) After Discharge

7. Education  8. Involvement in Sport
The differences between the two styles of life may be subtle and yet profound. The closed colony or small village life characteristic of the armed forces by its very nature offers a great deal of structural support, as compared to the 'city' of the civilian life style where the nuclear family may be the only supportive structure. Civilian life may generate stress, initially at least, because challenges, problems, opportunities and tasks may have to be faced and overcome in the absence of the kind of support provided by the ADF.

The severity of the loss or strain experienced at any one time, according to Adams et al. (1976) is a function of a number of factors which include:

1. the biophysical stress tolerance of the individual
2. other stressful events having to be coped with at the same time
3. the importance of the event or experience to the individual
4. both the intensity of the stress and its duration

Adams, et al. (1976) point out first of all that individuals come into stressful situations with a capacity to cope with stress (e.g. Friedman's Type A personality - Friedman and Rosenman, 1974, or Ruch's notion of inoculation against trauma - Ruch, 1980). The capacity to cope with stress is akin to the Freudian notion of ego-strength (Hartmann, 1964), and much later the 'hardiness' concept of Kobasa (1985).

Secondly, they accept that contiguous events - intentional changes (Tough, 1982) and life events (Holmes and Rahe, 1967) - with the transition can exacerbate the stress being experienced. Thirdly, they suggest that events may differ in their importance for individuals. It would be expected for example, that those with considerable service in the armed
forces are more likely to view their exit with more trepidation and as a greater challenge than those with less service. Fourthly, they point out that transitions have both duration and intensity. An ex-serviceman who feels the losses associated with leaving the ADF most severely over a long period of time experiences a quite a different transition to the individual whose transition ends relatively quickly and who is pleased to be out of the ADF.

2.4 Self-esteem During Transition
Adams et al. (1976) believe that there are a number of stages within the transition process. Their stages show some similarity to those of Kubler-Ross (1969; 1974). Kastenbaum (1975) in his critique of Kubler-Ross cautions against the use of models which are merely descriptive, and which tend to be over-generalised. This criticism applies to some extent, to the model of Adams and his colleagues. The advance that Adams et al. make is that they link stages within the transition process to the likely level of self esteem that could be characteristic of an individual experiencing that stage of the transition process. We would expect then that level of self esteem may vary as a function of time elapsed from date or year of discharge.

The following figure sets out both the stages and the associated level of self esteem according to Adams et al. (1975).

The transition from military to civilian life is a multi-facetted operation, in which there are a number of tasks to be performed. Passage through the transition may well be uneven because the various transition tasks may be accomplished at different rates depending upon the nature of the task being currently confronted within the total transition. It does not
follow that because an individual is coping well with one element in the transition that he is likely to be equally successful in all. Neither is it reasonable to assume that because an individual is not coping with one element in the transition that he is in fact not coping with the rest. The possibility of differential rates of progress through the transition has to be acknowledged.

Fig. 2.2

Self Esteem and Stages of the Transition Process

(Adams et al. 1976)

Stages:
1. Immobilisation
2. Minimisation
3. Depression
4. Acceptance of Reality - Letting Go
5. Testing
6. Search for (new) Meanings
7. Internalisation
Furthermore, whilst there may be strong correlations between the success on one task and success on another, (and one task may occupy the figure rather than the ground at a particular point in time), the demand characteristics of the tasks may well vary, and the margin for coping, in McClusky's (1970) terms may very well vary with the task or element of the transition. For example, very few making the transition to civilian life are likely to be 'immobilised' over the decision about where they might live after discharge, but many may be 'immobilised' over trying to make a decision about the best way to invest their 'commutation' or that amount of their pension which is available as a lump sum upon retirement, with a consequent lowering of their weekly pension entitlement.

The second stage within the transition process, according to Adams et al. is that of minimisation. Minimisation occurs when individuals move away from feelings of being overwhelmed to a position of trying to trivialise the importance or impact of the discontinuity in their life. Denial (see also Lazarus, 1983) is quite common during this phase and has usefulness in that it buffers the individual from the harshness of the reality of the discontinuity. As with all coping strategies, the denial is never 100% effective, and as a result, the 'denial mechanism' allows the individual time during which the 'realness' of the situation filters through. This gradual awareness that things are likely never to be the same pushes the individual into depression, and at times the loss pervades the individual almost like a plumage (Hansell 1976). In time, the depression 'bottoms out' and there is a growth of acceptance of the reality as it is. With ex-Defence Force personnel, this could probably seen when they no longer need to go to the RSL, or have to meet their old mates. Adaptive failure may well be identified by the continued use of strategies of avoidance and denial.
Self-esteem is likely to be at its lowest ebb during the 'acceptance' stage, and is almost akin to the alcoholic having to admit that he is an alcoholic, before self esteem can rise and the testing-out phase begin. The testing-out phase is an important one, in that it is during this phase that new behaviours and roles are tried out. It is a stage which may require forebearance on the part of partners and family, for some of the behaviours may be somewhat bizarre relative to what might have been considered normal in the past. Adolescents are of course allowed a time to try out new behaviours and roles during that period of moratorium - adolescence (Erikson, 1955). Unfortunately, society tends to frown on 45 year old adolescents! The ex-ADF member, may during this time move through a series of jobs, looking all the time for the one that is most congenial. If he is not successful in obtaining employment, depression may deepen. This may still occur, if any employment obtained is felt to be 'unsuitable', or beneath his status. Where the transition tasks are completed relatively quickly, the ex-serviceman is enabled to give meaning to the new role-set he now occupies. Self esteem ought to be correlated with the duration of the transition experience. For example, it could well be that those who have completed their transition ought to make higher self esteem scores than those who indicate that for them the transition has to be completed.

The next phase involves the searching for and of meaning within new roles. Over time this leads to the internalisation of the new roles, so that they become a part of the person. The ex-ADF member has to re-define for himself the "in-group" and his membership in it. As the diagram shows, self esteem during this part of the transition cycle may in fact be higher than that before the transition occurred.
The failure to let go adequately may of course result in a wallowing in depression and what Lieberman calls adaptive failure, which may of course, include suicide. There was evidence to suggest that a number of respondents (not included in the computer data-base) almost immediately re-joined the armed services - "I didn't like being a civilian so I joined up again."

2.5 Transitions and Control

Adams and his colleagues point out that transitions can either be voluntary or involuntary, and can either be predictable or unpredictable. Predictability is defined in terms of whether or not the transition can be (or was) anticipated, and voluntariness is concerned with the degree of control exercised by the individual undergoing the transition experience.

However, in the case of the timing of the probable date of discharge from the ADF, there is always some degree of predictability depending upon the agreed length of service; the rank attained; and compliance with the 'age-for-retirement' requirements and provisions. Variability does occur, through extensions of service; medical discharge and so on. But, by and large, the end-point of an individual's career within the ADF is known to that individual well before his 'official end-point'. As Hayes and Hough (1976) indicate there is within most organisations, generally accepted views about the 'normal sequence' of career movements, in which individuals pursue certain routes at certain rates through the organisation.

Individuals, according to Hayes and Hough, generate notions about 'how well they are doing' in relation to their entry and peer cohort. Roth (1963) describes this kind of process as 'career timetabling' and it may involve negotiations and bargaining between the individual and the organisation in
relation to what might be appropriate to him in the present and in the future. Occasionally there is a breakdown in the negotiation process between the organisation and the individual, and sometimes, there are individuals which the organisation does not know what to do with. This may result in promotion; the 'golden handshake' or even perhaps, a medical discharge!

Tough (1982) considers that much change is volitional and intentional. It can be argued that intentional change is ordered change, that is change under the ostensible control of the person making the change. There is no doubt, that for most if not all of the individuals concerned in this research, that there was more than an element of intentionality about the shift and its timing into civilian life (cf. Roth, 1963).

Adams et al. (1976) consider that time-to-complete-transition is a function of the success or otherwise of the managing of two over-riding tasks - the management of strain (that is the ways in which individuals cope or adapt to the change and the loss involved) and the 'cognitive tasks' associated with the transition. Thus, they are arguing in effect that transitions involve both cognitive and affective functioning. They also suggest that individuals tend to use characteristic ways of approaching and attempting to solve these two tasks.

Men leaving the ADF have to cope with the complex cognitive tasks of sorting out finances, locating a suitable home to live in, and finding congenial employment. The more affective aspects of the transition are likely to concern the settling in of the family and self into civilian life.

In general, individuals tend to be predominantly either 'proactive' or 'reactive' in relation to their environments.
Adams and his co-workers consider that these two characteristic ways of relating to the environment are similar to the Rotter (1966) notions of internal and external control. Proactive individuals tend to act on the environment; to want to be in control; to make things happen, and hence tend to be more towards the 'internal' pole of the internal-external continuum. For example, those ex-servicemen who move into their own business may have a tendency to be more 'internal' than external, in Rotter's terms. 'Reactive' individuals tend to be more responsive to environmental demands and pressures, in the sense of allowing the external events determine what ought to happen next. Adams and his colleagues outline a number of proactive and reactive strategies for both the management of strain and handling the cognitive tasks.

In summary, then, any 'transition provoking event' has demand characteristics which require a response from the individual undergoing the transition. The contextual nature of the transition, the individual in the environment 'determines' or co-produces the nature of the transition to be faced and hence, the likely responses to be made to that transition-provoking-event. Even when the triggering event is as extreme as a natural disaster, the individual has opportunities, constraints (Featherman and Lerner, 1985) which provide parameters for action.

Adams et al. (1976) also argue that the level of self esteem varies throughout the various stages of the transition process. Furthermore they believe that transitions have both cognitive and affective components. This is in line with some of the research being undertaken by Lazarus and his colleagues in the Coping Project at UCLA (see Aldwin et al., 1980), whose initial Ways of Coping Checklist identified two broad brush approaches to coping or adaptive behaviour.
Anticipated and voluntary transitions are likely to be more easily handled than transitions which are unpredictable and involuntary. Personal control over events and/or adaptive behaviour which is proactive is more likely to lead to positive transition outcomes.

The Adams et al. model is deficient in that it ignores the socialisation processes which have preceded the triggering event, and which may play an important role in the way in which the individual responds to the new environment. It excludes any direct reference to the possibility that social support (eg. Cobb, 1976) structures may ameliorate or buffer transition stress. The model is predicated on the notion of change as a discontinuity. The greater the discontinuity the greater the adaptive requirements and the greater the likelihood of stress.

Connell and Furman (1984) argue that in order to fall within their definition of transition, any change has to be beyond what would normally be expected, that is, it has to breach a perceptual threshold - it becomes 'news' in Bateson's (1980) terms. Within open-systems (von Bertalanffy, 1969) which have 'dissipative' characteristics, Prigogine (1976) asserts that change tends to be dampened down within tolerable limits, and that changes in level of functioning can only occur when the inertia of the dampening effects are breached.

The amount and intensity of the change have to be sufficient to provoke a discontinuity large enough so that the existing rules no longer apply (second order change - Watzlawick, 1974), or have to be modified to such an extent that the nature of the 'game' is changed. For some leaving the ADF the change is perceived to be sufficient to promote growth and enhancement of personal functioning (cf. Boshier, 1973; 1977), and yet for
others, the transition generates 'dampening' activities, including defensive coping behaviours. Lazarus and his associates at UCLA for example, have for a considerable period of time devoted a great deal of research effort into investigating the nature of the links between perception (appraisal) and coping (e.g. Lazarus, 1983; Lazarus and Launier, 1978). Adams and his colleagues perceive transitions in terms of a discontinuity sufficient to promote adaptive behaviours. The adaptive behaviours for ex-servicemen also have to be new, in the sense that the context has changed so much that adaptive behaviour in the ADF may be mal-adaptive in the civilian environment. Any marked discontinuity generates stress, according to Adams and his colleagues.

The Lieberman (Lieberman, 1975) model provides a more continuist view of transition. His model is much more elaborate than the starting model and recognises many of the features of transition identified by Adams and his colleagues. He sketches out a 'path-diagram' of the flow of the transition process, and argues that in his predictive framework those factors to the left of the model have not only an impact on but also predict those factors to the right of the model.

2.6 Lieberman's Model of Transition
Lieberman (1975) has suggested a model of transition which for convenience, the writer has divided into three inter-related parts (Fig. 2.3). The first part is concerned with the present functioning of the individual and the resources available to the individual which may be utilised in coping with transitions. The second part of the model relates to the mechanisms of coping which the individual has used in the past, and general personality characteristics which may predispose the individual to respond to the perceived 'threat' in certain ways rather than others. The third part of the model explores
Fig. 2.3 Lieberman's model of transition (Lieberman, 1972: 142)
the adaptive outcomes which may result from the manner in which the 'threat' is perceived and dealt with.

His model was derived from studies which investigated how older people coped with 'two central forms of crisis'—loss and radical changes in life space. Lieberman and his colleagues conducted four major studies involving 870 elderly people. One study focussed on well older people moving into a well appointed institutional setting. The second involved ill elderly people moving into circumstances that would 'delight a muckraker'. The third study was concerned to show how a highly selected group of geriatric patients coped with being moved from a psychiatric hospital to a wide variety of community based facilities. The final study investigated the fate of 470 geriatric patients who were transferred from a large mental hospital to a variety of other institutional settings.

In all cases the basic research design was similar and results showed a marked decline in health in behaviour, personal and social, and in physical and mental health when compared to matched controls, ranging from a low 48% to a high 56%. He indicates for example that death rates among the 470 old people who were relocated were triple those of matched controls who did not undergo environmental upheavals.

A significant number of men upon leaving the ADF re-locate for a variety of reasons. The ADF attempts to place men with the requisite service in a posting close to where they want to live after discharge. For many, however, this is possible. Any significant re-location outside of the supportive structure of the ADF will tend to result in increased stress, even where this is an ostensible voluntary process.
The framework erected by Lieberman was designed as a platform for looking at hypotheses thought relevant in discriminating between successful and unsuccessful adaptation. The results, according to Lieberman, point to the central element in defining crisis is the degree or amount of change not the meaning attached to it. Thus, he argues that crisis (highly demanding situations in which an individual must adjust his behaviour to a new set of circumstances — i.e., transition) management processes may make similar demands on people regardless of the nature of the transition crisis or its place in the life span.

2.6.1 Lieberman's Model — Part One

The first part comprises two major elements: i) the resources potentially available to the individual and ii) the behaviours which by and large are the manifestation of resource utilisation in current functioning. Lieberman divides resources into what he calls the cognitive, energy and biological potential available to the individual. In a gross way, together, these can be likened to the individual’s genetic potential, which whilst it can never be measured, does provide the framework within which the individual has to exist.

Lieberman argues that the current functioning of the individual has to be appraised over a variety of dimensions, including overall mental health, level of life satisfaction; degree of integration and consistency of self-concept; and adequacy of overall social functioning in a variety of roles.

He believes that current functioning may be mediated by two other sets of variables — social support and life stress. For example, two individuals may be assessed as functioning at more or less the same level on a particular skill (e.g., an IQ test comprising mathematics and English questions). But, it is possible for both individuals to be markedly different in the
skills they bring to bear on the test, such that one individual may be extremely strong in mathematics and poor in English. The reverse may be true for the other individual. The end result is that both may be assessed as having the same IQ.

In another situation, an individual may be enabled to function at a high level because of the degree of social support he may be experiencing (Cobb 1976; Roberts et al. 1982; but also see Thoits, 1982), whereas another individual may be functioning at the same level without such support, or perhaps even having to cope with 'negative' or inhibiting factors.

Current functioning has also to be seen as a function of the overall life stress (eg. Holmes and Rahe, 1967) the individual may be experiencing at a particular time. Inadequacy in coping may be the result of having to cope with far too many tasks at the one time rather than with the intensity of any one of the traumas of living (cf. Coleman, 1974 and Simmons et al., 1973).

Lieberman points out that his model begins with the notion that individuals differ in their psychological and biological resources and that when confronted with situations which require major adaptive effort, differences in success will depend upon the resources available to the individual in the face of situational demands.

Missing from Lieberman's model is the concept of 'margin' (McClusky, 1970) which is perceived as the difference between the demands being made upon an individual at any one time, either externally or internally, and the resources (power) that the individual has at his command, again both externally and internally, to cope with those demands or load.

Missing also from the Lieberman model is a recognition that
individuals differ quite markedly in the way they selectively peruse the environment (eg. Kahneman, 1973) and hence the resources perceived to be available may represent only a fraction of the resources potentially available to them. Furthermore, age may be a factor in the amount of energy and effort expended. Gutmann (1975), for example, has shed light on the possibility of some shifts in role performance as a function of gender during mid-life. Men tend towards a more 'passive mastery' of their environment, rather than the characteristic 'active mastery' of earlier years. Women, on the other hand, according to Gutmann (1975) tend to move towards greater independence, less sentimentality and greater dominance.

These notions need to be taken into account when assessing an individual's current functioning and where there is any exploration of the resources available to an individual to cope with transition. There is a further problem, however, in that frequently, the observable, phenotypic behaviour, is taken as providing the limits of the resources available to the individual. The current functioning of the individual may not reflect an accurate picture of how well the individual could potentially function. Lieberman alludes to this possibility by raising the question (p. 138) "Does the individual who is able to cope with the exigencies of combat, for example, use the same processes with relatively the same degree of success to cope with more common traditional crises, such as parenthood?"

2.6:2 Lieberman's Model - Part Two
The second part of the Lieberman model focusses on the procedures the individual has developed over time for the handling of crises. In general, it argued that the way an individual has coped in the past will tend to be indicative of the way in which he will cope with the 'crisis' of transition,
or other crises of a personal or familial nature.

One difficulty for servicemen and ex-servicemen, is that coping with stress and danger in a war situation may not be appropriate training or an adequate means of coping with psychic stress, insecurity or emotional situations in the home, and within the family. Personal communication with a Navy social worker suggests that many service families are extremely stressed, with a great deal of acting out and violence towards the loved ones. Whether or not this kind of behaviour occurs more within service families than civilian families is not known. Before judgements about an individual's propensity to cope, based on previous coping with crises, can be made, it may be important to consider whether or not there are broad similarities between the past and present situations, in their demand characteristics and context.

Lieberman believes that there is a trio of indices of "crisis management techniques" which may be predictive of the processes that the individual is likely to use in future transitional situations. These include past performance in crisis management situations; personality traits or characteristics likely to be employed in meeting the transition experience, together with generalised predispositions towards hope and optimism (the possibility of time-binding); and introspection (the searching of the self for informational cues that can lead to an increased mobilisation of resources).

The last suggestion implies that self awareness may be an important ingredient in being able to cope with transitional situations. The ability to control or feel that the transition is within the control of the individual, perhaps as measured by locus of control measures, may also be an important component of hope, and the recognition of the time boundedness of the
transition. The perception of the transition having a 'time boundary' may be a function of the realism of the amount of time required to complete transition tasks. In other words, if an individual is unduly optimistic about the time to complete aspects of their transition, then the relative failure to meet target dates may engender feelings of failure (and loss of self esteem) that may have negative effects on other aspects of the transition.

The "threat" then, involved in the shift from the ADF to civilian life may well be a function of the success or otherwise, relatively speaking, of the ADF socialisation processes. The amount of experienced 'threat' will obviously vary from individual to individual, as will the feelings of loss; of separation; of being disconnected from a way of life that has been the only way of life for the large bulk of individuals in this survey, for well over twenty years. Most ex-servicemen will have experienced the dislocation caused by many and frequent postings. The potential feelings of loss likely to be experienced during the transition to civilian life are analogous to the more obvious feelings of loss articulated by the younger members of the family when a new posting is announced, "No not again, what about all my friends...."

2.6:3 Lieberman's Model - Part Three
The third part of the Lieberman model is concerned with the management of the threat. It may lead to enhanced competence, and to higher level of functioning (cf. Boshier, 1986; Prigogine, 1976) as a consequence, perhaps, of the acceptance of the challenges of the new situation and a 'letting go' of the old.

According to Lieberman, management of the threat may lead to a maintenance of the status quo or homeostasis. This may come
about for a number of reasons. It may be that the degree of threat or the perceived opportunities are not sufficiently great to invoke any marked deviation from present functioning. It could be a function of the denial that change is required and that the costs are too great (Lazarus, 1983).

Finally management of the threat could result in some kind of adaptation which is functional but less than really satisfactory. For example, some marriages persist despite the fact that one or both partners may be desperately unhappy. There may be collusion between the partners in staying together with, perhaps, the overt rationalisation that they are staying together 'for the sake of the children'.

Lieberman (1975) found that despite the great differences in the meaning attached to the events across his four studies - positive, negative expectations, degree of control and so on, the frequency of maladaptive responses to relocation had no relationship to the phenomenological experiences individuals attached to such events. So, for example, where individuals entered environments which were markedly similar at Times 1 and 2, the degree of stress was lower and their stability higher. He also found that whilst loss was a function of all the shifts - those feelings of uprootedness, of being disconnected from the familiar - intensity of loss was not related to failure or success in adaptation. There was a suggestion that personality characteristics were predictive of the ability to adapt.

Marjorie Fiske (1979:20) unlike Lieberman believes that it is the meaning which individuals give to events which is important. She draws attention to the subjective meaning of the major life events, and therefore, she believes their uniqueness for the individual.
"While everyone's life is punctuated by certain life stages, the processes of growth are unique to each individual. Growth periods are not easily grouped into a sequence that everyone goes through at particular ages. The normal foreseeable transitions of life - completing school and leaving home, starting to work, getting married, having children, the departure from home of your youngest child and retirement from work - do not have the same subjective effects on everyone who goes through them.

Many people find less 'expectable' events - including internal experiences - have far more effect on their thoughts, feelings and actions than the obvious phases. Included among these are falling in love, or reaching some desired 'peak' of achievement that might be unimportant to others. These might range from finding the most satisfactory way to present yourself to the world through manners, dress and hairstyle, to recapturing the confidence of a rebellious child, or to being able to jog 10 miles a day at the age of fifty. Equally important are negative events such as the development of a chronic illness in oneself, or the loss or prolonged absence of a loved one. Both the satisfying experiences and the unhappy ones may lead to further growth and maturity - or to stagnation.'

What did emerge from the Lieberman studies was that those subjects who were able to maintain a consistent, cohesive self image despite the changes going on around them were the ones most likely to make a successful adaptation. Lieberman also found, for example, that the aggressive, irritating, narcissistic and demanding older people in his study were the ones more likely to survive transition crises, whereas the 'good guys', the more passive individuals had greater difficulty.

The parallel for the ADF may hold true. Perhaps, it is those who identify strongly or over-strongly with the ADF are the ones likely to cope less well with the transition into civilian life. If this holds true then examining the reasons why men
left the ADF when they did becomes important, in addition to the extent of identification with the services. Goffman has indicated that in some 'total institutions' there are those 'inmates' who identify in a most extreme way with the 'guards' and tend to become more brutal with their comrades than the official 'guards'. The over-identification can be seen in an extreme compliance with the norms; 'going by the book' too assiduously; and so on. These individuals are likely to cope less well with the transition, and are most likely to suffer as a consequence, a severe battering to their self esteem.

Lieberman found that those elderly who did not overly deny the emotional impact of the transition and who were able to engage in a realistic appraisal of the inherent threat fared much better than those who utilised inappropriate coping strategies. He also found that two personality processes were predictive of subsequent adaptation. They were hope and the ability to 'introspect'. Hope was the ability to recognise a time boundedness, perhaps, connected to the notion of consistency of self image - a past and a future, and a limit to the transition crisis. Introspection and reflection, according to Lieberman may be a 'relevant indicator of a diminishing function associated with the aging process'.

Lieberman's predictive framework presents a flow diagram, moving from the most general to more specific factors which may play a part in determining the outcomes of the transition. It is a general model which should have applicability across a wide range of transitional situations. Like Adams et al. (1976) model, it does not specifically include any direct reference to prior socialisation nor does it attempt to measure it, except in terms of heightening the differences between Time 1 and Time 2 situations. Whilst he includes contiguous life events in his model, he makes no comment on their impact on the transition
process, nor does he discuss in any great detail the role of social support. However, one of the crucial findings in Viney's (1980) cross-sectional study involving 490 Australian women was that social support was beneficial in reducing the psychological costs associated with transition.

2.7 Viney's Study of Transition

Viney sought the reactions from women to a variety of 'triggering' events which affect women during the life cycle. The triggering events included the movement from school to university, becoming a mother, illness, and the 'empty nest' experience.

The women were asked to reflect on the transition of concern, and their responses were 'evaluated' by the use of a number of scales derived by content analysis. Viney believed that the data obtained was valid because of its emotional salience to the individual interviewed (Casey et al. 1967).

Viney (1980) model suggests also that the onset of the transition is likely to be due to some environmental change which acts as a trigger for the whole process - (p. 16) "Change leads to transition, and transition leads to change". The model indicates that the initial reaction to the triggering event tended to be in terms of anxiety, frustration and uncertainty.

The way in which the transition is experienced by women is seen to be a function of the thoughts, feelings and beliefs held as a result of past experiences, which mediate the impact of the transition. She used measures of perceived social support and several variables concerned more with personality characteristics - guilt, personal competence, positive affect and anger.
The final phase of the Viney transition model involves an assessment of the psychological cost to the individual. Psychological cost is reflected in the flexibility of the woman's reactions to the transition experience. She argues that a woman who is open to experience will have a 'low cost outcome'; and a woman who is inflexible, closed to self and her experience will tend to have a 'high cost outcome'.

Several themes emerged from her analysis of the women's responses indicating that there is a potential for growth (and learning - Weathersby and Tarule, 1980) as an outcome of the struggle with the dilemmas and conflicts (cf. Riegel, 1975). Viney's analysis showed that growth depended upon flexibility and the need to be courageous in decision making. She also showed that psychological cost was likely to vary with the nature of the transition event. Highest costs were associated with the transition from school to work and 'the empty nest' - major role changes - and threats to the children. The lowest costs were associated with the shift from primary to high school and creating a new home.

She found that women who were able to utilise social supports did well in the transition. High Perceived Social Support correlated significantly with lost cost outcomes. Similarly, good positive attitudes, confidence in self and hope for the future were indicators of a successful transition.

From the analysis of the data gathered, Viney concluded that the need for control, for autonomy and for personal competence were not so important as she had been led to expect from the literature. She found that internal and external locus of control measures were not significantly associated with psychological cost. There was, rather, a greater emphasis and importance placed on co-operation, communion and good inter-
personal relating, perhaps, evidenced by the successful use of social supportive networks.

There are costs associated with many of the discontinuities faced throughout the life cycle and discharge from the ADF can be so considered. The impact of the discontinuity will, of course, vary from individual to individual depending upon their circumstances, context and beliefs about the transition (Fiske, 1981). Flexibility in Viney's terms is required of ex-ADF members to reduce the costs involved in making the transition to civilian life.

2.8 This study
This study investigates some of the factors (blocks of variables) which are believed to have an influence on the transition of men as they move from the Australian Defence Forces into civilian life. Approximately 4000 personnel leave the ADF every year with over six years service. This event ostensibly triggers a change which may have wide ranging effects for the individual and the 'service' family. For the purposes of this study, the date of discharge from the ADF will be deemed to be the environmental trigger for change (ie.Time 1) and the date of the collection of data will be regarded as Time 2.

It is obvious from the models discussed previously in this chapter that the stimulus event may provoke behaviour which the individual believes is adaptive in meeting new situational demands. How the individual meets the demands of the new situation to create a new reality will largely depend on the resources perceived by the individual to be available to him, mediated by previous experiences including the efficacy of ADF socialisation processes.
For all the men in this study, there are two givens. One is that they have been discharged from a more or less total institution into a much more ambiguous life style where the rules are much less clearcut, and sometimes unknown. The second given is that all have been through a socialisation process into the 'colony' which makes its mark in terms of behaviour, attitudes, feelings and ways of construing the world.

No model of transition has highlighted prior socialisation as a factor in the process. It is only recently that any substantial work recognising the effects of residual socialisation have appeared. Merton (1988) believes that the field has been neglected until the appearance of Ebaugh's (1988) monograph which takes as its perspective - role-exit theory. Our broad brush model of transition will incorporate the effects of ADF socialisation on the transition process into civilian life. Whilst the focus is on ADF personnel in this study, there is no doubt of the generalisability of the recognition of residual socialisation processes on current functioning.

The second set of factors which are believed have an impact on the efficacy of the transition process will be those factors which add to the load being experienced. If the individual undergoing a transition experience has to cope with additional stress over and above the normal required of living in our kind of society, this in effect reduces the energy available for transition tasks and thus, exacerbates the discontinuity. Some changes are intentional and volitional (Tough, 1982) and yet others are unexpected life events (eg. Holmes and Rahe, 1967). The generalised belief is that contiguous change will delay completion of the transition, add to its intensity and decrease comfort in civilian roles.
Lieberman includes the impact of life events in his model, and adds the possibility of social supports having ameliorating effects on the transition process. We will be exploring the possibility that social support 'buffers' the individual from the stress of transition and the impact of life events and intentional changes.

Self esteem and self image are intertwined notions. Lieberman pointed to positive outcomes for those individuals in his studies who were able to maintain a cohesive self image, and Adams et al. charted the course of the transition in relation to its effect on the level of experienced self esteem. Both of these elements are included in the model as part of personality factors which may mediate the transition process. Other variables or indices of personality functioning include locus of control, coping behaviours, feelings of control over and responsibility for the transition process. Included in this block of variables are physical and mental health variables as they may place limits on the capacity to cope with the transition.

The next block of variables concern the way in which the civilian environment is perceived to have responded to the individual. It is concerned with, inter alia, a comparison of life and working conditions in the ADF with those in civilian life. There is no question that the transition is made easier, almost by definition, if there is an quick acceptance of new roles. The relationship between prior socialisation and current role functioning is obvious. Some of the barriers to obtaining civilian employment may include the unions, new employers, unrealistic expectations on the part of the ex-serviceman, and a re-location of home in low employment areas. Other factors which may influence employability may be the acceptance, or otherwise of ADF skills, experience expertise and
qualifications. None of the models of transition explored include the possibility that the new environment into which the individual finds himself at Time 2 impacts on the adjustment. Viney discusses the notion of flexibility but it may well be that there are parameters which may reduce the amount of flexibility. For example, family responsibilities and the reasons for leaving the ADF may limit the degrees of freedom available to an individual.

The following diagram (Fig. 2.4) summarises the above discussion, and shows schematically the nature of the proposed model. First of all it shows the relationship between the dependent variables (heavy circles). The degree of felt comfort as a civilian is a function of comfort in civilian work roles. Both of which are a function of the time required to complete the transition tasks (Duration) and the intensity of the transition experience (Impact). The absence of a connecting line between Duration and Impact indicates that these two variables will tend to act independently of each other in relation to the 'comfort' variables.

Variables within the blocks of independent variables (light circles) are likely to have an effect on all the dependent variables, but the tendency will be for them to be mediated primarily by the intensity and duration variables. Reading from left to right it is argued that ADF socialisation influences will be the most pervasive.

The diagram, furthermore, does indicate an approximation of the causal nature of the process. ADF socialisation is a given for all men at discharge. Social support is called for when the respondent needs it in relation to solving some of the problems being confronted in the transition, particularly if undergoing other changes (Intentional Changes and Life Events) contiguous
Fig. 2.4 Schematic Diagram of the Transition Process
with discharge. The block of variables representing health and personality include variables which seek to identify coping strategies utilised by the respondent in making the transition. Measures of self esteem, indicators of level of stress as well as self report health measures comparing aspects of health at the time of the completion of the questionnaire with health status in the ADF are also included in the block of variables.

Finally, the degree of comfort as a civilian largely depends on finding congenial occupation. The more quickly a person makes the transition the more likely he is to feel comfortable in his role as a civilian. This is particularly the case where a respondent's ADF experience and expertise are acknowledged and utilised. Where there were few barriers to obtaining congenial employment, the more likely it is that the transition will be over quickly, the intensity lessened and the civilianisation process be complete with a great degree of comfort and contentment in civilian life.

The next chapter outlines the history of the research project. It sets out the way in which the data collection instrument was developed and the stringent control exercised over and concern with the face and content validity of the instrument. Throughout the total project, the ADF have been intimately involved in its evolution and have been constantly informed of the results obtained in the numerous analyses of the data. Without the assistance of the ADF, this project could not have seen the light of day. The debt to the ADF is acknowledged.
CHAPTER THREE

Research Design and Methodology

3.1 Introduction
This chapter comprises two major sections. The first section of the chapter highlights the history of the project and then outlines the research design and methodology and statistical procedures used in data reduction and analysis. This section includes an overview of questionnaire construction and content.

The second section of the chapter focuses on some of the basic data obtained and details some of the characteristics of respondents. This is followed by an analysis of the response rates.

3.2 Background to the Research
Originally, it had been hoped to undertake longitudinal research of members of the Australian Armed Forces from a time when they had started to think about handing in their resignations, through the discharge process and for a period of up to eighteen months after their entry into civilian life. However, time and cost constraints and the obvious difficulties of identifying men considering in any embryonic way their discharge from the ADF, together with an initial disinterest from the Defence Department made this impossible.

In fact, the response to the initial inquiry for assistance from the Department of Defence was not altogether encouraging and as a consequence the writer prepared an article for the Army Newspaper, in early January 1984. The hope was that the article might generate interest from individuals who could possibly form the basis of a sample for a research project. The letter was published (Appendix A) in March, 1984 and sought
information or comment from servicemen, ex-servicemen and/or their families on any aspect of the transition or preparation for the transition into civilian life.

The publication of the article resulted in an invitation by a much more senior officer within the Department of Defence to discuss the possibilities of co-operating in a project that would have benefits for both parties. It transpired, unknown to the author, that 'resettlement' was a now a more urgent political issue, and the Department of Defence had been asked to initiate a review of all resettlement provisions.

The Department of Defence has (and is) been conducting Resettlement Seminars for several years. Preferential attendance at the seminars is given to those within the ADF who had completed twenty years service. The Resettlement Seminars, usually of three days duration, are seen as an important means of conveying resettlement information and advice. They have been identified as a significant feature of the total resettlement scene. Evaluation of seminars has typically been by asking all those attending to complete, anonymously, an evaluation form at the conclusion of the seminar.

As this was the only means of evaluating the seminars to this point in time, the Department of Defence recognised the value of obtaining perceptions of and commentary on the quality of resettlement seminars and resettlement provisions in general from ex-servicemen in the light of their transition experiences after leaving the ADF. The data to be collected would be used to inform future resettlement policy directions. It was recognised that the real value of resettlement seminars and other provisions could only be assessed in the light of their capacity for easing the transition into civilian life.
The Minister for Defence, in December 1983, stated quite clearly the intention underpinning resettlement provisions. He had approved the following objectives to which all resettlement measures were to be directed:

a. the member should be able to transfer from his Service to civilian occupation with the minimum involuntary break in continuity of employment;

b. in the interests of the community and the individual he should be employed in an occupation which will make the best use of the member's qualifications, skills and experience;

c. he should be established in employment, the remuneration for which will, together with his Service pension, provide him during the remainder of his working life with an income broadly equivalent to that he received in the Services;

d. the employment obtained should afford reasonable job security; and

e. the resettlement measures should always take into account the wishes and needs of the individual. (Review of Defence Force Separation Provisions - Terms of Reference; Annex A; 1985)

Resettlement provisions are aimed at continuity in employment, making the best use of the talents, experience, expertise and qualifications of ex-members of the ADF, in jobs at a level, status and degree of security commensurate with their employment in the ADF. How well these aims were attained, and how effectively resettlement provisions assisted or facilitated the attainment of these aims were relevant questions for the research.
It was agreed that a survey should be conducted of men who had been discharged from the ADF for at least twelve months and who had at time of their discharge completed more than six years service. The questionnaire instrument to be developed would meet the needs of both the ADF and the researcher.

A further consequence of the article in the Army Newspaper, and an abridged version which appeared somewhat later in the Returned Servicemen's League's journal (Camaraderie), was a number of offers to meet ex-members who were prepared to talk about their transition experiences. Some half-dozen ex-servicemen were prepared to talk about the transition to civilian life. The face to face discussions and many letters from and phone calls with servicemen considering discharge, ex-servicemen and in some cases their wives led to the identification of issues thought pertinent to the research (Appendix B).

These initial discussions with servicemen, ex-servicemen and their wives led to a greater understanding of the resettlement process, and of the experience of the transition into civilian life. This understanding was increased by the attendance by the researcher at two Resettlement Seminars, in two centres (Canberra, January 1984; Darwin, October, 1984).

The list of issues generated as a consequence of the informal contacts became the basis of a 'grounded' approach (Glaser and Strauss, 1967) to formal interviews with other ex-servicemen. The selection of these men was based on the advice of Resettlement Officers, and serving personnel who had had feedback on how well those selected had fared in the transition to civilian life. There was no suggestion that the thirteen men, and their families who were contacted for interviews were representative of all men leaving the ADF. But they had
experienced a range from easy and quick transitions to longer, more intense and difficult transitions.

Formal interviews (13) were conducted with ex-servicemen living in the Canberra area. Each interview lasted, on average, approximately two to three hours. The interviews were semi-structured, and guided only by the list of issues generated from the informal discussions and contacts mentioned above. The list of issues served as a guide for the interviews, but did not in any way inhibit or constrain the ex-servicemen in 'telling their story'. The interviews were conducted, in the main, in private homes, frequently with wives in attendance.

Resettlement is an issue of concern to service personnel, ex-service personnel, to the Return Servicemen's League (RSL), and other organisations (eg. Department of Employment, Education and Training; Department of Industrial Relations). Many officers within these organisations had comments to make about the nature of the adjustment of ex-ADF personnel into civilian life. In this way a tremendous amount of information was gathered both formally and informally from a variety of sources about the problems of entry into civilian life.

In discussing the transition experience with ex-servicemen, both formally in the interviews mentioned above, and informally, there emerged a number of recurrent themes or issues relating to the transition. Some of these issues were in fact subjects of discussion at resettlement seminars. The first set of issues surrounded the question of "What will I do when I leave the ADF". Individuals considered and canvassed a range of possibilities. Some had wondered, for example, about the feasibility of commencing a second career, or perhaps, of opening a small business, retiring maybe, and even furthering their education by becoming a student.
The second theme which emerged in discussion (and a recurrent theme in resettlement seminars) with these ex-servicemen, was the question of their financial position. This was of particular concern to those men whose service exceeded 20 years. What were the options of dealing effectively with the lump sum of money which would be theirs in the event of commuting some of their pension rights? Some used the cash (which could amount to tens of thousands of dollars) to invest in land and property. Others, used it to purchase a small business or to invest in the share market. For some, leaving the ADF meant the opportunity to climb even further up the ladder of success (income and prestige), and yet for others, the fact that they already had a substantial pension, meant that they could take a lower status job, with less strain and tension, but still enjoy an income level comparable to that within the ADF.

The third theme which emerged was a concern about living arrangements. The ADF, as part of the resettlement package, will discharge individuals to their centre of choice. Many servicemen try to anticipate this, and seek their last posting in the ADF near to the place in which they would like to live after discharge. This possibility allows the individual and his family continuity of residence, a chance to make friends and to settle within a community. The question of living arrangements is quite important, more so for the younger ex-members of the ADF, who because of postings and other reasons, have found it difficult to purchase their own homes.

The fourth theme focussed on how well the family would settle down in civilian life. Settling the family down quickly and ensuring stability of the children's schooling, making new friends and being involved in community activities after
discharge in their new locale was an important consideration for the servicemen interviewed. Many indicated that they believed the ADF had a responsibility to resettle the family, because discharging a man, was also the discharging of a family. Many commented that Resettlement Seminars should be opened up to partners and spouses, as they were in as much need of resettlement advice as their men.

The final theme emerging from the discussion with ex-servicemen, was apprehension about their ability to become civilians and fit in to what for many, for a long time, was a relatively alien environment, peopled by individuals who were not servicemen.

These themes represent a series of tasks or demands which all those who make the transition into civilian life have to face and to respond. At one level, these tasks appear to have a unity and a core of inter-related elements and yet at another level, these tasks are quite discrete. In time, all need to be completed satisfactorily in order for the transition to be regarded as successful and complete.

3.3 The Questionnaire
The themes, topics and issues which arose out of the discussions and interviewing process were then translated into a survey questionnaire format. It was trialled with ex-servicemen, and with some of those who had offered to be interviewed. In addition, a number of psychologists and social workers within all branches of the ADF were given the opportunity to comment on all the questions. The refining process continued and a second version was trialled with 30 persons from the Darwin area, both as a written questionnaire and as a interview instrument.
In discussion with ADF Resettlement Officers, it was decided that only men leaving the ADF would be asked to respond to the questionnaire. The major reason was the limited number of women in the ADF, in toto, and those with more than 20 years service, and therefore eligible for resettlement assistance. Men comprise 93% of the total membership of the ADF, and 99% of those aged 40 and above (DFRBD, 1985). Furthermore, it was agreed that in order to reach as large a population as possible a survey would be an appropriate means of obtaining data. The size of Australia precludes the possibility of large scale interviewing of men on an individual basis, and any attempt to interview men in only one of the big cities could bias the data. This is not to suggest that work of a more intensive nature should not be carried out in the future, with perhaps the knowledge gained in this survey providing a data-baseline as well as the stimulus for exploring aspects of the transition (of both men and women) not covered within this research.

Considerable trialling was undertaken to establish firstly that the items were relevant to ex-servicemen, and secondly, that the items could be answered by respondents differing widely in rank and intellectual capacity. Various procedures ensured that the bulk of the questions had face and content validity. Indeed, a number of respondents testified to the 'therapeutic' qualities of the questionnaire. A few individuals, not in the original sample asked if they might complete the questionnaire, as they had heard about it on the Services 'grapevine'; furthermore, several who were contemplating leaving the ADF sought copies of the questionnaire booklet as an aid in understanding some of the elements within the transition process.

The length of the questionnaire was of considerable concern to supervisors and to the researcher. At the time of making
decisions about what ought or ought not be included in the
questionnaire, the Research School of Social Sciences at the
Australian National University were involved in a survey of
social and political attitudes across Australia. Their
questionnaires were longer and more complex than the one
proposed for this research, and it encouraged the researcher to
include items rather than delete.

The view was that length, per se, need not be a consideration
particularly if the subjects were well motivated to respond.
Notwithstanding this view, a substantial number of items, and
scales were eliminated in order to keep the questionnaire to a
reasonable length but the complexity of the research topic
militated against a much simpler questionnaire. Consideration
was given to the possibility of a core of common questions with
selected questions being directed to certain categories within
the proposed set of respondents. But this was rejected by all
involved in the project as being unwieldy, and that this
procedure would create unnecessary gaps in the data collected.

In addition, in order to use a survey instrument as a means of
obtaining valid and reliable data, the decision was made to
include additional questions which would provide internal
checks on the data obtained. Thus, a number of open-ended
questions were included, as well as sets of questions tapping
similar areas of the transition experience. These additional
questions, and the inclusion of various personality and health
measures added considerably to the complexity of the survey
instrument (Appendix D) and the time required to complete it.
It appeared that the hour and a half completion time mentioned
in the introduction to the questionnaire was more than
optimistic. A number of respondents commented that it took them
at least two and a half hours to complete the questionnaire.
In summary, the questionnaire instrument was developed after considerable discussion with officials and ADF personnel (psychologists and social workers as well as Resettlement Officers). The subject matter was derived from extensive discussions with officers and men, retirees and their wives, officials in the RSL, attendance at Resettlement Seminars, and trialled in both interview schedule and questionnaire formats. All items in the questionnaire were scrutinised by the researcher and resettlement officers for clarity and meaningfulness. The derived questionnaire had undoubted face and content validity. Respondents had no difficulties with the bulk of the questions which were constructed utilising a Likert-type item approach. All that was required was the circling of a number or a letter. The response rate to the open-ended questions was much poorer, and content analysis of the responses received did not add greatly to the knowledge gained from the Likert-type questions. The open-ended questions did, however, provide the men with the opportunity to express themselves and to take issues further, a feature not possible with Likert-type approaches. Some of the responses to open-ended questions provide anecdotal comment and colour to the content of the chapters to follow.

The Department of Defence was involved in all phases and all aspects of the project development, and gave much invaluable assistance and comment, and this was greatly appreciated. Responsibility, however, for the project is that of the researcher, and at no stage did the Department of Defence seek to impose its views, for it was in their interest to have, inter alia, an evaluation of the resettlement provisions completed by a neutral 'evaluator'.
3.3:1 Questionnaire — Content Overview:

Section A - Transition Time-Line; The Transition Experience; Transition Coping Procedures.

This section of the questionnaire has a number of functions. It oriented the respondent to the scope of the questionnaire by seeking responses to Likert-type statements covering many of the issues and aspects of the transition experience culled from the interviews and resettlement seminars. The items (A-17 to A-58) included, for example, items relating to perceived use of talents in civilian life (A-18, A-29, A-34); the adequacy or otherwise of preparation for civilian life (eg. A-22, A-39, A-47). It was expected that these items would yield a number of valid and reliable scales, which could be used in other research projects, with other samples.

Secondly, Section A attempted to identify a time-line for the transition. It sought to identify when the respondent first began to think about leaving the ADF (A-1), to the time at which he believed he had completed the transition tasks (A-133 to A-143) and the degree of experienced comfort as a civilian (A-151, A-152). Respondents were also asked to indicate how sure they were about coping with aspects of the transition and to give an estimate of the time they expected would be required to complete transition tasks.

Thirdly, Section A solicited information on the ways in which the transition was coped with (A-69 to A-137) utilising the 'Ways of Coping Checklist' (Aldwin et al., 1980). This section also included Rosenberg's (1965) well known measure of self esteem (A-59 to A-68).
3.3:2 Section B - Biographical Information
Section B obtained the usual biographical information - age, marital status; number of dependents, rank, service and so on. It also sought to obtain information on level of indebtedness before and after discharge on the assumption that this may be a factor in obliging ex-servicemen to seek a second career, rather than opting for an alternative lifestyle.

3.3:3 Section C - Education, Training, Employment
Section C brought together the elements of the individual's education, training and employment history, both within the ADF and civilian life. It included a measure of satisfaction with the ADF (Salas, 1967) and requested information on some of the barriers perceived by the respondent to be inhibitors in the obtaining of suitable employment after discharge from the ADF. These last questions were developed in conjunction with the ADF and the then Department of Industrial Relations (DIRE). Section C also attempted to discover whether or not the respondent's aspirations for employment after discharge were realistic considering their training, rank and so on, within the ADF. These questions are important in the light of the specified objectives of resettlement outlined earlier in the chapter. Respondents were also asked to complete a semantic differential focussing on perceived personal qualities - a measure of self image, and a modification of Super's Work Values Inventory to compare work in the ADF with the work situation in civilian life (see MacLean, 1982 for a review of the inventory).

3.3:4 Section D - Level of Community Support
Section D recognised that transition always takes place in a context, and that the level of community support (Cobb, 1976) may be an important mediator of the transition experience. It attempted by way of a complex set of questions to identify the nature of, and quality of the help received by respondents from
a variety of the human, community and organisational resources utilised in adapting to the transition.

3.3.5 Section E - Personal and Family Adaptation

Section E is something of a pot-pourri in that its broad focus was on personal and family adaptation to the transition. It contained a list of life-events (cf. Holmes and Rahe, 1967), including their year of discharge from the ADF; a health questionnaire (GHQ - Goldberg, 1978); the Rotter Locus of Control Scale and a set of items relating to other Intentional Changes (cf. Tough, 1982) made by the respondent since leaving the Australian Defence Forces. This section also included a series of items identifying the 'reasons' for leaving the ADF, from an instrument utilised within the ADF.

3.3.6 Section F - Resettlement Assistance Issues

The last section (Section F) was primarily concerned with resettlement seminar issues and included questions evaluating the impact of resettlement seminars. Other questions within this section attempted to discover the methods used by ex-ADF personnel to obtain employment, and their evaluation of the method used. Topics to be covered in the evaluation of the resettlement provisions, and indeed, some of the actual questions were suggested and prepared in draft form by Resettlement Officers, in Defence Headquarters, after consultation with Resettlement Officers around the country. These questions were fashioned and refined into the form in which they appeared in the questionnaire by the researcher, after further consultation, and with the approval of the Resettlement Officers, at Defence Headquarters in Canberra.

3.4 Statistical Procedures

The questionnaire includes a number of well known instruments (eg. Rotter's measure of Locus of Control; General Health
Questionnaire), and instruments used in other research by the ADF (eg. Salas' Army satisfaction Scale, and a measure used by the ADF seeking Reasons for Discharge) and by other researchers (eg. Aldwins Ways of Coping Checklist). Where appropriate these measures will be subjected to factor analysis (Principal Axes) in order to discover any underpinning structure, and as a data reduction procedure. From factors derived in the analyses, scales will be developed and utilised in the research. Alpha levels (Spss-x program Reliability - Nie et al., 1983) for these scales will be given in the text of the report.

Similarly, where appropriate, blocks of items will be factor analysed (eg. A-17 to A-58) using Principal Axes factor analysis (Spss-x package PAF, Nie et al., 1983) to seek, where appropriate suitable scales. Using the Principal Axes factoring process allows for squared multiple correlations to be inserted in the diagonals and thus makes an allowance for 'error' in each of the variables.

Data reduction techniques will therefore limit the number of 'items' to be used in the regression of the dependent variables on the independent variables. Initially the concern is with identifying those variables which best 'predict' the dependent variable, and hence, stepwise regression is most appropriate. It allows for variables to be entered and discarded within an equation depending on its ability to add to or 'explain' unique variance. The levels for entry will be set conservatively at $p = < .01$. In effect any variable which does not make a significant difference, beyond .01 will not enter the equation.

The stepwise procedure, according to Cohen and Cohen (1983) defines an a posteriori order based solely on the relative uniqueness of the variables in the sample at hand. Cohen and
Cohen (1983) then go on to discuss why in their view this procedure ought not to be used. Their value position is based on the belief that the researcher ought to be able to distinguish a priori the order of variables. This research investigates the role a number of factors have on the transition experience. These factors comprise sets of related variables, the specific action of each within each factor is to be discovered.

The best predictors are those which correlate highly with the criterion and orthogonally with each other. Hence out of each set of variables and indices within a factor or component of the transition will emerge fewer variables which will be formed into an item pool and used to discover, the set of best predictors of the dependent variables.

The conservative levels set reflect the possibility that with a large N, a higher probability level may result in significant correlations occurring by chance (Cohen and Cohen, 1983).

Later in the thesis, path analytic techniques will be used in the development of a broad based model of transition. Kerlinger and Pedhazur (1973) assert that path diagrams while not essential for numerical analysis are, nonetheless, a useful device for displaying graphically the causal relations among a set of variables. In path analysis, generally speaking the beta weights obtained in a regression analysis of the dependent variables on the independent variables constitute path coefficients which show the direct strength of an independent variable on the dependent variable.

Not all items are included in scales. In fact, there are a number of single item variables, or items with a limited number of variables. Gender is an obvious example. Level of education
attained, is another. Phillips (1971) outlines the advantages and disadvantages of single-item measurements, and believes that depending upon the nature of the data to be obtained, they may not be inferior to multi-item measurement. Shertzer and Linden (1979) indicate that research suggests that the material obtained from what they term 'biographical inventories' tends to be reasonably valid, reliable and accurate. For example, in this thesis the date of discharge is such a significant event in the live's of respondents that they are unlikely to forget it. Similarly seeking a response to current states of being, is unlikely to be unreliable or invalid.

Cohen and Cohen (1983) make a strong argument for reducing the number of dependent and independent variables in any research study. They suggest that researchers operating in 'soft' research areas and in exploratory research tend to utilise many variables to represent a a particular construct in the interests of 'thoroughness and just to make sure' (p. 170). For example, in this research the time to complete the transition is represented by five variables covering the five major areas of the transition in which decisions have to be made and action taken. Jans (personal comment, 1989) suggested that these five variables might be amalgamated into one index of duration. To do so, however, would negate the experience of the interviewees who identified the major themes obtained in a 'grounded theory' approach (Glaser and Strauss, 1967) inherent within the total transition, and from a statistical point of view, ignores the very real unique contribution offered by individual items. Transitions are multi-facetted phenomena (Louis, 1980), and a masking of facets for somewhat problematical statistical gains is inappropriate.
3.5 Target Population

At one stage, it was considered that only those who had been discharged in 1983 should be surveyed, which would have given a population of approximately 3,500. However, in order to accommodate the possibility of men occupying various stages within the transition process, it was decided to survey men who had left the ADF between January, 1981 and December, 1983. In making this decision, the risk had to be taken that we would not be able to contact many ex-servicemen, for there was always a possibility that the addresses held by the individual Branches of the ADF may have been out of date. The widening of the population-time base also meant that any idiosyncratic political or economic pressures affecting the Defence Forces within any one year was likely to be somewhat diminished.

In consultation with the Department of Defence, it was agreed that only those individuals who had completed six or more years service were to be solicited for responses to the survey instrument. It was considered that those who had served less than six years had not demonstrated any real commitment to the Services as a way of life. Those with less than six years service approximate fifty percent of all dischargees in any one year. Within the three year discharge period, all Colonels and Brigadiers were to be approached. This gave us a special group, of top management people within the sample, and reasonable numbers for statistical purposes.

For those who had completed more than twenty years, it was decided that a one in three sample would be adequate. It had been hoped also to canvas all those who had completed more than twelve years and less than twenty years service, because this group comprised individuals who were within 'sight' of obtaining pension and other rights accorded those who have completed twenty years service, and yet had foregone these for
the unknown benefits of civilian life. For example, it was thought that this might be a group of 'high fliers' who might in some significant way differ from those who had decided to 'hang in there' until their twenty years had been completed. Table 3:1(a) presents details of the target population. It had been expected that the target population within the parameters set out would approximate the 3500 expected to have been discharged in 1983.

Questionnaires were sent by the three Services to this more or less random selection of male officers and other ranks who discharged from the ADF between 1.1.81 and 31.12.83. At the time of the dispatch of the questionnaires, in late 1984, and early 1985, almost all within the sample would have been out of the ADF for at least 15-18 months.

The questionnaires were dispatched to the sample, at the last known address held by each of the three branches (Army and Navy, mid-late November 1984; and Airforce, February-March 1985) by the Department of Defence. A covering letter from the Director-General of the Conditions of Service Branch was included adding supporting legitimacy to the research enterprise (Appendix C). A follow-up letter (Appendix E) was sent by the Department of Defence to all who had not made returns, and no further questionnaires were added to the data pool after June 1985. The names and addresses were not given to the researcher, but respondents were invited to provide their name and address if they wanted to participate further in the research project, and/or if they would like a copy of the basic results. Sets of 'basic results' from preliminary analyses of the data were sent to respondents who had requested them during July 1985. Phone numbers were available for ex-servicemen in the event of their wanting to discuss the project with the researcher.
Table 3:1

(A) Table Showing the Target Population
Period of Discharge - January 1981 to December 1983

| Rank Equivalents | 
|------------------|------------------|
| 1. Colonels and Brigadiers | All |
| 2. All ranks to Lt. Col. with 20 years or more service | 1/3 |
| 3. WO2 to Lt. Col. with 13 to 19 years service | All |
| 4. Other Ranks upto Sergeant | 1/3 |

(B) Table Showing Target Naval Population Compared with Returns in Computer Data-base by Rank and Years of Service

<table>
<thead>
<tr>
<th>Questionnaires</th>
<th>Mailed out</th>
<th>In data-base</th>
</tr>
</thead>
<tbody>
<tr>
<td>1. Capt./Commodore</td>
<td>29 (3.4%)</td>
<td>7 (2.9%)</td>
</tr>
<tr>
<td>2. All ranks to Capt. with 20 years or more service</td>
<td>636 (73.7%)</td>
<td>197 (78.6%)</td>
</tr>
<tr>
<td>3. CPO to Commander with 7 to 19 years service</td>
<td>198 (22.9%)</td>
<td>44 (18.5%)</td>
</tr>
<tr>
<td>863 100.0</td>
<td>238 100.0</td>
<td></td>
</tr>
<tr>
<td>4. Other Ranks to PO. with 7 - 19 years service</td>
<td>225</td>
<td>20</td>
</tr>
</tbody>
</table>

Note: The percentage return rate for the category 4 is only 8.9%, whereas for all the other categories combined the return rate was 27.6%. Overall return rate for naval personnel was 23.7%.
The responsibility for 'selecting' the random sample and for the mailing out of the questionnaires lay with the three services (Army, Navy and RAAF) within the broad guidelines outlined above. It is not known to what extent the guidelines were adhered to. An analysis of those questionnaires, by rank and length of service, forwarded to ex-naval personnel, however, was possible. This analysis enabled a comparison of those returns which were entered into the computer (see Table 3:3) with those that were sent out [Table 3:1(b)].

3.6 Respondent Characteristics
Table 3:2 shows the main characteristics of respondents. It would be difficult to establish a picture of the typical respondent, except to suggest that he would have come from any of the three branches of the ADF, been discharged in any one of the three years - 1981, 1982 or 1983, would probably be married with at least one child, over 40 years of age and have served more than twenty years in the ADF.

Originally there were nine levels of rank 'collected', and these were collapsed into the four categories indicated in Table 3:2. Whilst the rank structures within the three services are not entirely compatible, the four categories established seemed to make most sense to ADF personnel. The key dividing points are at Sergeant equivalent for Other Ranks, and at Major equivalent level for Officers. Above those cutting points are the Senior Non-commissioned Officers and Senior Officers, where there appears to be qualitative difference in skill and responsibility level between them and junior ranked NCO's and Officers.
Table 3.2:

Table Showing Characteristics of Respondents:

<table>
<thead>
<tr>
<th></th>
<th>No.</th>
<th>%</th>
</tr>
</thead>
<tbody>
<tr>
<td>a) Rank (Equivalents)</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Lt. Col. to Brigadier</td>
<td>114</td>
<td>11.8</td>
</tr>
<tr>
<td>Officers to Major</td>
<td>180</td>
<td>18.7</td>
</tr>
<tr>
<td>Warrant Officers</td>
<td>347</td>
<td>36.1</td>
</tr>
<tr>
<td>Other Ranks to Sergeant</td>
<td>321</td>
<td>33.4</td>
</tr>
<tr>
<td></td>
<td>962</td>
<td>100.0</td>
</tr>
<tr>
<td>b) Service</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Navy</td>
<td>258</td>
<td>26.8</td>
</tr>
<tr>
<td>Army</td>
<td>429</td>
<td>44.6</td>
</tr>
<tr>
<td>RAAF</td>
<td>275</td>
<td>28.6</td>
</tr>
<tr>
<td></td>
<td>962</td>
<td>100.0</td>
</tr>
<tr>
<td>c) Year of Discharge</td>
<td></td>
<td></td>
</tr>
<tr>
<td>1981</td>
<td>334</td>
<td>34.9</td>
</tr>
<tr>
<td>1982</td>
<td>351</td>
<td>36.6</td>
</tr>
<tr>
<td>1983</td>
<td>273</td>
<td>28.5</td>
</tr>
<tr>
<td></td>
<td>958</td>
<td>100.0</td>
</tr>
<tr>
<td>d) Age at Discharge</td>
<td></td>
<td></td>
</tr>
<tr>
<td>22 - 30</td>
<td>178</td>
<td>18.5</td>
</tr>
<tr>
<td>31 - 35</td>
<td>102</td>
<td>10.6</td>
</tr>
<tr>
<td>36 - 40</td>
<td>300</td>
<td>31.2</td>
</tr>
<tr>
<td>41 - 45</td>
<td>178</td>
<td>18.5</td>
</tr>
<tr>
<td>46 - 50</td>
<td>91</td>
<td>9.5</td>
</tr>
<tr>
<td>51 - 62</td>
<td>113</td>
<td>11.7</td>
</tr>
<tr>
<td></td>
<td>962</td>
<td>100.0</td>
</tr>
</tbody>
</table>

Note: Mean Age (ungrouped data) = 39.215
Standard Deviation = 8.319
Range = 40 (22 - 62)
Table 3:2 (cont.)

Characteristics of Respondents:

e) Length of Service

<table>
<thead>
<tr>
<th>Duration</th>
<th>No.</th>
<th>%</th>
</tr>
</thead>
<tbody>
<tr>
<td>7 - 12</td>
<td>227</td>
<td>23.6</td>
</tr>
<tr>
<td>13 - 19</td>
<td>72</td>
<td>7.5</td>
</tr>
<tr>
<td>20 years</td>
<td>289</td>
<td>30.0</td>
</tr>
<tr>
<td>21 - 25</td>
<td>218</td>
<td>22.7</td>
</tr>
<tr>
<td>26 - 30</td>
<td>75</td>
<td>7.8</td>
</tr>
<tr>
<td>31 and over</td>
<td>81</td>
<td>8.4</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td>962</td>
<td>100.0</td>
</tr>
</tbody>
</table>

Note: Mean Length of Service (ungrouped data) = 19.675
       Standard Deviation = 7.116
       Range = 38 years (7 - 45)

f) Marital Status (n = 962)

<table>
<thead>
<tr>
<th>Status</th>
<th>Percentages at Discharge</th>
<th>Percentages Now</th>
</tr>
</thead>
<tbody>
<tr>
<td>Married</td>
<td>84.3</td>
<td>83.9</td>
</tr>
<tr>
<td>Divorced</td>
<td>4.1</td>
<td>4.8</td>
</tr>
<tr>
<td>Separated</td>
<td>3.0</td>
<td>3.0</td>
</tr>
<tr>
<td>Living together</td>
<td>2.1</td>
<td>2.7</td>
</tr>
<tr>
<td>Single</td>
<td>6.5</td>
<td>5.6</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td><strong>100.0</strong></td>
<td><strong>100.0</strong></td>
</tr>
</tbody>
</table>

g) Dependents (n = 960)

<table>
<thead>
<tr>
<th>Type</th>
<th>Percentages at Discharge</th>
<th>Percentages Now</th>
</tr>
</thead>
<tbody>
<tr>
<td>None</td>
<td>29.2</td>
<td>31.0</td>
</tr>
<tr>
<td>One</td>
<td>15.1</td>
<td>17.8</td>
</tr>
<tr>
<td>Two</td>
<td>30.9</td>
<td>29.7</td>
</tr>
<tr>
<td>Three or more</td>
<td>24.8</td>
<td>21.5</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td><strong>100.0</strong></td>
<td><strong>100.0</strong></td>
</tr>
</tbody>
</table>

Other Dependent Relatives:

<table>
<thead>
<tr>
<th>Type</th>
<th>Percentages</th>
</tr>
</thead>
<tbody>
<tr>
<td>One or more</td>
<td>19.6</td>
</tr>
<tr>
<td></td>
<td>19.0</td>
</tr>
</tbody>
</table>
There was a slight tendency for RAAF to be over-represented in the data-base in relation to the number of questionnaires mailed out. This difference was not statistically significant, however (using Chi Square one sample test, the p-level was greater than the conventional p = .05 level).

It is not known why the number of returns from ex-servicemen who left in 1983 should be lower than those for the earlier two years. Common sense suggests that the more recent discharges might have been more easily contactable because their addresses were more likely to be current. There is no indication from the analysis of the naval data, for example, that the 1983 cohort were under-represented in the original population that was selected by each of the three services. Cohort effects, however, do not appear to be a factor in most analyses of the data.

The only plausible speculation to date is that the very recency of their discharge is a factor in 'non-compliance' with the request to complete the questionnaire. This might be because of wanting to make a 'clean break', of not wanting to be reminded of the life left behind, and perhaps still having to cope with the transition in terms of settling down, finding accommodation, the most suitable job and so on.

Table 3:2(e) gives the numbers of respondents in various categories of length of service. The typical pattern of discharges from the ADF is that there is an exodus at three yearly intervals, after 6, 9 and 12 years service, largely matching the 3 year engagement and re-engagement periods. Relatively few resign during the 13 - 19 year period. Most men stay on to gain the pension benefits which accrue upon completion of 20 years service, when there is a large outflow of men. This pattern is reflected in the data-base.
Respondents were asked to indicate their marital status and the number of dependents at both the time of discharge and at the time of completing the questionnaire. Only approximately 6% of males were unmarried or had not been married. There were no statistical differences between marital status and the number of dependents at discharge and at the time of the completion of the questionnaire.

3.7 Response Rates

Table 3:3 outlines the return rates. The slightly higher percentage return from airforce personnel may suggest that it was somewhat ill-advised attempting to obtain responses to the questionnaire over the period leading up to Christmas, the long school vacation and the summer holiday season.

A return rate of approximately one-third was obtained from those believed to have actually received questionnaires. This is more than satisfactory for a questionnaire of this length and complexity. Approximately 16% of the questionnaires were returned "Gone - Address Not Known". A direct comparison can be made with a similar survey conducted by the ADF in 1986. Their survey of medical dischargees conducted by the Resettlement Branch of the Defence Department obtained a much lower return rate (approximately 22%) notwithstanding the fact that all medical dischargees were in receipt of pensions, and questionnaires had been forwarded to the same address as the pension cheques.

The return rate for this research project is also considerably higher than that obtained by Kimberly (1986) - approximately 21% - in a postal survey of participants in adult education in Melbourne. Her questionnaire was not as complex, or as time consuming to complete as the one in this research.
Table 3:3

Table Showing Questionnaire Returns by Service of Respondents

<table>
<thead>
<tr>
<th></th>
<th>Navy</th>
<th>Army</th>
<th>RAAF</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>1. Questionnaires mailed out</td>
<td>1101</td>
<td>1759</td>
<td>979</td>
<td>3839</td>
</tr>
<tr>
<td>2. Number Acknowledged:</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>consisting of</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>a. Returned &quot;Gone no address&quot;</td>
<td>196</td>
<td>282</td>
<td>130</td>
<td>508</td>
</tr>
<tr>
<td>b. Non-usable questionnaires</td>
<td>25</td>
<td>45</td>
<td>18</td>
<td>88</td>
</tr>
<tr>
<td>c. Questionnaires in data-base</td>
<td>258</td>
<td>429</td>
<td>275</td>
<td>962</td>
</tr>
<tr>
<td>3. Number acknowledged as a % of the questionnaires mailed out.</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>ie. (2) as % of (1)</td>
<td>43.5</td>
<td>43.0</td>
<td>43.2</td>
<td>43.2</td>
</tr>
<tr>
<td>4. Questionnaires in data-base as % of questionnaires mailed out.</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>ie. (2c) as % of (1)</td>
<td>23.4</td>
<td>24.4</td>
<td>28.4</td>
<td>25.4</td>
</tr>
<tr>
<td>5. Questionnaires in data-base as % of questionnaires mailed out minus those &quot;Gone no address&quot;.</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>ie. (2c) as % [(1) - (2a)]</td>
<td>28.5</td>
<td>29.0</td>
<td>32.4</td>
<td>29.8</td>
</tr>
<tr>
<td>6. Questionnaires Returned as a % of questionnaires mailed out minus those &quot;Gone no address&quot;.</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>ie. (2b)+(2c) as % [(1)-(2a)]</td>
<td>31.3</td>
<td>32.1</td>
<td>34.5</td>
<td>32.5</td>
</tr>
</tbody>
</table>

Note: (1) above includes replacements forwarded to individuals who had indicated that their original questionnaire had gone astray.

The number of questionnaires actually reaching their destination is not known. It is assumed therefore that the above figures are quite conservative.
Table 3:1(B) shows the returns from Naval respondents in relation to the numbers sent out to the naval population. The analysis of returns from ex-naval personnel suggests that the Other Ranks up to sergeant equivalent with less than 20 years service had a lower rate of acknowledgement than the other three categories. The acknowledgement rate, with that category excluded is somewhere around the 40% level.

Furthermore, if the returns from this group are excluded from the analyses, there is, then, no significant difference (Chi Square = 2.94; 2df p = .20) between the proportions among the other categories for questionnaires mailed out and returns on the computer data-base. If the analysis of the naval data is extrapolated to the other two services, then it might be suggested that for the first three categories (i.e. all except Other Ranks to Petty Officer with less than 20 years service) that the returns are a representative sample of dischargees from the three services over the period January 1981 to December 1983. It, however, may be safer not to make that kind of assumption.

One suggestion for the low response rate for Other Ranks to sergeant equivalent with less than 20 years service emanating from Resettlement Officers was that this group had not been in the ADF long enough for the issues presented to them within the questionnaire to be relevant for them. The seeming lack of relevance may suggest that the socialisation process into the ADF has not been sufficiently strong, to enable the generation of sufficient commitment to the ADF as a way of life. For some, it may also be a function of the rewards of service - promotion or the lack of it. In other words a failure to obtain promotion within acceptable time-limits as suggested by Roth (1963) would hardly endear the Services to the ex-member or engender the commitment required to complete the questionnaire. Length of
the questionnaire may not have been the major reason for non-return rates.

It was impossible for the researcher to follow-up the reasons for the non-return of questionnaires, as addresses of respondents were held by the various branches. The unavailability of the manpower within each of the Branches to accept follow-up work in addition to the forwarding of reminder letters precluded any analysis of the reasons for the non-return of the questionnaires.

The survey questionnaire is an efficient means of obtaining reliable and valid data. This survey instrument at all points in its construction was vetted by ADF personnel and trialled appropriately. Its subject matter focusses on five key areas of decision making and the time required to complete these tasks. It recognises the need to measure the intensity of the transition experience and the outcomes of the transition in terms of how comfortable respondents feel as civilians at the time of the completion of the questionnaire, at a minimum, some fifteen to eighteen months after their discharge from the ADF.

The questionnaire allows for an holistic approach to identifying the probable difficulties which might confront individuals leaving the ADF, and others undergoing transition experiences. These include personal and personality variables, indices of physical and mental health, the effects of prior socialisation and the continuing impact of residual socialisation. It recognises that intentional changes, life events, the reasons for leaving the ADF and expectations of how well respondents might cope in their new environment may have a role to play in the transition to civilian life. Chapter Four identifies and discusses both the dependent and independent variables captured within the survey instrument.
CHAPTER FOUR

Components Of The Transition Process

4.1 Introduction

This chapter comprises two parts. Part One identifies the dependent variables in this research. These are the duration variables, the index of the intensity of the transition and the two outcome variables concerned with the degree of comfort in civilian life and in the civilian work environment.

Part Two is divided into five sections each representing a block of variables identified previously in the schematic model of the transition process utilised as a framework for this enquiry.

The first block of variables are those concerned with the ADF socialisation effects that carry over into the civilian environment and whose presence tends to impede the rapidity of the transition, increase its intensity and decrease the degree of comfort experienced in civilian roles.

The second block of variables relate to those contiguous events and changes which add to the load being carried by the individual making the transition. As such it is predicted that those who make the highest number of changes will take longer to complete the transition tasks, will feel less comfortable in civilian roles and will experience the transition more intensely than those who make fewer changes.

The third section of Part Two of this chapter reflects on the efficacy or otherwise of social support in ameliorating the effects of the stresses associated with the transition. In section four there will be a consideration of some of the
personality, coping and health variables which are thought to have an influence on the time required to complete the transition, the intensity of the transition and the degree of comfort the individual feels in civilian roles at the time of the completion of the questionnaire.

The fifth section of the chapter examines the crucial role of work in the establishment of a civilian identity. Some of the barriers to the obtaining of suitable employment are considered, including the effects of resettlement locale, age and qualifications. The under utilisation by civilian employers of the talents, expertise and experience gained by respondents whilst in the ADF is likely to lead to reduced comfort in civilian roles and impede the rapidity through the transition process.

The final section also focusses on variables which estimate the time to complete the transition tasks, and which measure the degree of surety or confidence in the future, expressed by respondents about the time they begin to think seriously about leaving the ADF.

Each section of the chapter will conclude with some of the major hypotheses to be examined and discussed in the next chapter.

4.2 The Dependent Variables
The date of discharge from the ADF may be a significant event in the lives of the respondents, because that is the day in which they move from the 'shelter' of the uniform and all that that means in terms of order, structure, function and so on, into an environment which is a great deal more ambiguous and uncertain. For many, however, the date of discharge, is the end product of very careful planning. For others, the date of
discharge presents more as a by-product of serendipity. Consider the example of one naval officer engaged on a mundane task, in a cold cheerless Melbourne office, in the middle of winter. He suddenly decided to contact his wife by phone and to suggest to her that it was time to finish, to leave the ADF and to go back to Darwin to live. It appeared there had been an accumulation of small incidents or events (cf. catastrophe theory - Postle, 1980) and the malaise of meaninglessness which prompted the phone call to his wife.

Transitions by their very nature have duration (eg. Featherman and Le~rner, 1985; Kant, 1966). Ebaugh (1988:188) suggests that duration refers to the period of time from 'first doubts, to making the decision to exit as well as to the length of time in adapting to a new status'. However, she presents no data of the duration of the total transition for her small 'sample' nor of ratios of pre-exit thinking and planning to length of time of adaptation to new roles. She believes that irreversible role exits (the ADF role exit tends to come into this category) are characterised by longer time spans in the deliberative (pre-exit) stage. Furthermore, those exiters who take more time and weigh up the alternatives carefully are usually the ones to make an easier adjustment to new roles, and up to a point (although she does not detail the point) the longer the exit process, the easier the adjustment after exiting because length of time is positively associated with degree of deliberation.

It has been pointed out that most models of transition do not specifically include indices of duration. Whilst there is a recognition of the Time 1 --> Time 2 difference, the difference has not been included as an explicit variable to be measured and used as such. There is clinical evidence to suggest for example, that crises - major, immediate disruptions to life space which evoke responsive behaviours - are time bound
(Lindemann, 1944), usually lasting for between four and six weeks. Jacobson (1983) argues that crises occur where coping is ineffective in dealing with a current reality problem. He sees most major transitions punctuated by periods of crisis. The closer the periods of crisis, the greater the likelihood of chronicity of distress (cf. Coleman, 1974). Any major transition, therefore, tends to invoke multiple crises within its course as a function of the differing reality problems to be faced (cf. Louis, 1980).

On the other hand, with major life changes which incur loss and involve separation (cf. Bowlby, 1969) such as divorce and bereavement, the time periods most frequently referred to are six months, twelve months and two years. Vachon (1986) found that 28% of women who had high distress (GHQ) scores at the time of the death of their partner, still showed high distress scores two years later. Major life changes or traumas (eg. rape, Ruch and Leon, 1986) may have an impact lasting from several months to several years.

In this research, questionnaire data was collected from respondents who had a minimum of fifteen months and a maximum of forty months experience in civilian life after their discharge from the ADF. They were asked to give an indication of the length of time to complete the five identified transition tasks, and to give an overall estimate of the time to feel that the transition is completed (A-138 to A-143).

The items comprised five sets of time intervals, and a category 'Still to' which was designed to capture the responses of individuals who believed that they had not yet completed that particular aspect of the transition.
Phillips (1971) outlines the advantages and disadvantages of single-item measurements, and believes that depending upon the nature of the data to be obtained may not be inferior to multi-item measurement. For example, recent research by Feather (1989) utilised both single items and multi-item scales, in his study of behaviour changes following job loss. Shertzer and Linden (1979) indicate that research suggests that the material obtained from what they term 'biographical inventories' tends to be reasonably valid, reliable, accurate and consistent. With date of discharge being such a significant event, the ability of the respondents to give an estimate of the duration of the transition within the presented parameters is extremely high.

It is possible to obtain estimates of time required to complete tasks within the transition - to find a suitable job (A-138), to sort out finances (A-139), to find a suitable place to live (A-142), to settle the family down (A-141), and to feel comfortable as a civilian (A-140).

Outcomes of transitions can be identified in a variety of ways - measures of distress or strain (McFarlane et al., 1980); physiological responses and illness indicators (Gore, 1973); affective well being (Lin et al., 1985). Subjective competence (Feather and O'Brien, 1986) and self confidence (Layton, 1986) deteriorated as a consequence of school-leavers failing to obtain employment, and greater externality of locus of control (Rotter, 1962) was suggestive of a decrement in personal direction (O'Brien and Kabanoff, 1979). Viney (1980) using content analysis scales based on verbal samples, for example, defines outcomes in terms of the ratio between total anxiety and positive affect, reflecting she believes the relationship between positive and negative emotions. Lieberman (1975) sees outcomes following three routes. One leads to enhanced competence, one to a maintenance of current functioning.
(homeostasis) and the third to what is termed 'adaptive failure'.

In addition to obtaining information about the length of time to complete transition tasks, respondents were asked to indicate their degree of comfort in their present job (A-151) and in their role as a civilian (A-152). These questions focus on the feelings of ease, lack of distress and so on within the civilian environment. House (1979) used a similar procedure in seeking information on occupational self esteem.

Our belief was that respondents would experience little difficulty expressing how they felt in terms of their comfort as a civilian. Remember that these ex-ADF members were making a life style change, which would also include role changes. We also sought to obtain an indication of the extent to which they still behaved, thought and felt like military personnel (items A-153 to A-155). These items form the 'feeling' scale. Obviously, this scale could be used as an indicator of the degree of civilianisation, but logically its role is more of a contributor (or predictor) to perceived degree of comfort in civilian roles. Item A-150 concerned with degree of comfort if things are not carried out in a military manner was initially included in the Feeling scale, but was dropped because of its failure to add significantly to the reliability of the scale.

Items A-151 and A-152 relating to degree of comfort in civilian roles are global outcome measures of well-being (cf. McFarlane et al., 1980).

The vast majority of the respondents (578 or 63.6%) felt very comfortable in their jobs, and in their roles as civilians (710 or 74.2%). This suggests that even though for a great many of the respondents, the transition was more stressful than they had anticipated (283 or 29.4% - item A-28). A great many were
able to indicate that the transition to civilian life had been relatively smooth, all things considered (item A-17; 797 or 82.9%). Item A-17 responses do not suggest that the transition was necessarily easy, but that the transition for most respondents was within the 'tolerance limits' of the normal or acceptable vicissitudes of life. To items A-17 and A-28 were added items A-144 and A-145 concerned with the costs of leaving the ADF, and the realisation of hopes to form a scale which measured the impact or intensity of the transition experience (alpha = .74).

Items A-144 and A-145 pick up some of the nuances in the Viney (1980) outcomes - the ratio between positive and negative affect. Except that the items in this study incorporate a recognition of the differences between 'what was' and 'what is now'. Lieberman (1975) and Adams et al. (1976) consider that the greater the discrepancy between Time 1 and Time 2 the greater the intensity of experienced stress.

Along with Lieberman (1975), Adams et al. were also concerned about the difficulties of separating stress intensity from responses to stress. A problem typical, he believes, of most research studies. This problem is avoided by defining intensity in terms of its relationship to the extent of environmental change encountered from Time 1 to Time 2. In this way, he believes it is possible to distinguish person characteristics associated with coping process from the crisis itself (see also Thoits, 1982).

The time-to-transition variables, the items concerned with the intensity of the experience, together with the items indicating degree of present comfort, will for the purposes of this thesis be considered to be the dependent variables. The concern being to discover the independent variables which affect the nature
of the transition process, and why a significant group of respondents seemingly have no difficulty in making the transition in a very short period of time and feel relatively very comfortable in their civilian life, whereas another substantial group of respondents take longer, and feel less than comfortable as civilians.

In general, support for the validity of these items is shown by the way they interact with other items. For example, the time-to-transition tasks, were completed significantly sooner by those who reported that they felt much better in themselves than when they were in the Services (A-46). Similarly, those who most strongly agreed that their transition was 'smooth' (A-17) were more likely to take a shorter period of time in which to complete the transitions tasks (A-138 to A-143). All were statistically significant (p = .0000). The picture is similar for item A-28. Those who take longer to complete transition tasks also report that the transition is (was) more stressful than anticipated.

The dependent variables in this thesis are those concerned with the time required to find a suitable job (A-138), to sort of finances (A-139), to become a civilian (A-140), to settle the family down (A-141), to find a suitable place to live (A-142) and to feel that the transition is completed (A-143). In addition to the variables estimating the difference between the triggering event - the date of discharge from the ADF (Time 1) and the date of the collection of the data (Time 2), an index of the intensity of the transition experience was constructed (Impact). Respondents were also asked to indicate their degree of comfort in their civilian job, and in their civilian role (A-151 and A-152). The next part of this chapter will identify the major independent variables upon which the dependent variables will be regressed.
Part Two - Section 1

4.3 Prior Socialisation

The first component within the model is the degree to which the ADF socialisation process impacts on the dependent variables. ADF socialisation is one of the 'givens' which respondents take with them into civilian life, and its influence will continue to have an effect on the individual in his functioning as a civilian for a considerable period of time. Being an 'ex' (Ebaugh, 1988) only poses difficulties where it interferes or hinders acquisition of new roles. Therefore, it is expected that prior socialisation processes will play a role in the intensity, duration and outcome of the transition experience.

Three indices of prior socialisation were developed. First of all there is a measure of the amount of satisfaction the individual felt towards the ADF as a way of life, its utilisation of manpower and the effectiveness of its organisation. The second index focusses on the regrets felt by the individual about leaving the ADF. The third is a measure of the perceived costs of leaving the ADF. The assumption being that where satisfaction with the ADF was high, where there are regrets about leaving the ADF, and where the costs are great, then these give some indication of the extent of the strength of the ADF socialisation process.

The amount of residual socialisation, that is the way in which the individual still thinks, feels and acts like a military person also gives an indication of the extent to which the 'ex' as managed to shed his status as an 'ex'. Indirectly, it is also a measure of the strength of the ADF socialisation process.

The third way in which prior socialisation effects can be identified is the way in which the individual utilises his
military background. The individual who attempts to cope by imposing military ways in civilian life is likely to find that the transition is difficult, takes longer and results in a great deal of discomfort in civilian roles.

It is plausible to argue, for example, that the greater the degree of socialisation to the ADF, the greater the likelihood that the individual will take a longer time to adapt to civilian life than an individual whose socialisation is not so strong. No model of transition, (apart from Ebaugh, 1988) as far as is known, specifically considers the possibility of prior socialisation, per se, having an effect on the outcomes of a transition experience. Though, the Viney model does take into account previous beliefs and so on, as factors to be considered when viewing the total process.

4.4 The Process of Socialisation - an Overview

Society must transform the raw material of individual biology into persons suitable for the activities and requirements of society. The process of socialisation is one in which persons acquire the knowledge, skills and dispositions that make them more or less able members of society (Brim and Wheeler, 1966). Society, then, as it were, trains a person in ways that accord with its culture and social organisations, by, inter alia, requiring adherence to beliefs, attitudes and behavioural habits.

Berger and Luckmann (1967) point out that primary socialisation is the socialisation the individual receives in childhood, through which he becomes a member of society. Primary socialisation is extremely powerful, and according to Berger and Luckmann, there is no problem of identification, and the determination of who one is. Money and Tucker (1975) concur. They conclude from their studies of hermaphrodites that
societal and environmental factors are the most powerful in determining gender identity.

Berger and Luckman further suggest (p. 135) that perhaps primary socialisation may be the most important confidence trick that society plays upon the individual. This is accomplished by making appear a necessity of what is in fact a bundle of contingencies (who our parents were, the timing and place of our birth, etc.) thus, making meaningful the accident of birth.

This initial training, or indoctrination, however, is rarely 100% successful, in the sense that total adherence or compliance is achieved or obtained. For, with increasing maturity and cognitive development, and a movement towards the Piagetian notion of 'formal thinking' in early adolescence, there is an increasing potential for questioning, arising from a capacity to distinguish the internal from the external, the subjective from the objective, and to imagine other possibilities.

Culture 'expects' the right behaviours in specified times and places - in specified social roles. This basic condition of human life generates several kinds of conflict between society and the person. The person may resist socialisation, may rebel or react against societal demands in a variety of ways. Society, within limits, restrains deviant behaviour through the use of powerful sanctions ranging from ridicule, avoidance, to maybe incarceration and in some instances - death. But often the person's wish is to conform, not to rebel; to be a better son, daughter, husband; to get to work on time and to fit in with societal demands. Much of society's demands, over time become internalised to such an extent that transgressing becomes unthinkable - patterns of thinking about the world,
issues and so on become automatic and 'the natural thing to do'.

Merton (1957), however, pointed to the dysjunction between the widely accepted goals of wealth, power and prestige, and the available means to obtain a share of the American Dream. Deviance, for him, was a byproduct of an unequal society. He developed a typology of personal adaptation to the socially structured contradictions between cultural goals and available means of goal attainment. The conformist in his typology, is the individual whose experience of society leads him to believe in the 'rightness' of society, and an acceptance of both the culturally prescribed goals and the accepted ways or means of attaining them. He plays by the rules because they have worked for him.

The innovator in his typology accepts the goals and values of society, of the armed forces as legitimate, but rejects the means as being appropriate for him. An example of this within the armed forces is the 'quartermaster' who sells materiel on the black market, or who uses the structures within the forces to 'feather his own nest'. Frequently such personnel acquire power, particularly over the distribution of stores and materiel, that they prefer to stay with that kind of job, and then refuse to take promotion which would prevent them from exercising the power and control they have.

In the typology, Merton identifies ritualists, those who do not care for the goals of society, but play the rules anyway, often with a rigid over-conformity. The retreatist on the other hand, accepts neither the goals nor the means of the society, and typical among these individuals are the drop-outs from society, the alcoholics and other drug abusers, artists and the unconventional. Within the American armed forces in Vietnam,
the numbers smoking 'pot' and using other drugs was endemic. In a very real sense these individuals can be called 'retreatists'. The final category, rebellion, denotes the activities of those who want to replace the dominant goals and means with others. He or she rejects established goals and means in order to hasten the birth of a new set of norms (Pfohl, 1985), a new standard of aspirations and acceptable action.

In the armed forces, not all of those who do not fit in are rejected, or alienated to such an extent that they are forced to leave. For deviance, may be functional for the total group, particularly through the process of 'scapegoating'. Dentler and Erikson (1959) pointed out that each high-stress 'boot camp' group produced a clumsy, bumbling deviant. The 'helpless', 'soft', and 'off-beat' person provided a contrast to the hard, masculine, tightly structured, authoritarian regime and provided an emotional atmosphere which was seen as functional for the reduction of tension, strife and thereby aided group coherence. Pfohl (1985) points out that there is a similarity of function between the scapegoat and the 'career fool' identified by Daniels and Daniels (1964). The 'career fool' appears in small, rather tightly knit social worlds and provides the mainstream group with feelings of superiority and vicarious satisfaction, that not everyone is broken or processed by the system.

During adolescence, the identity formed through primary socialisation is not so much subject to revision, as subject to a process of elaboration; the inevitability of primary socialisation becomes more the possibility - the potentiality, the becoming - depending upon those institutions which have a role in the process of secondary socialisation.
The processes of secondary socialisation operate on the base provided by the initial socialisation, somewhat akin to the phenotypic arising from the genotypic. The stamp of one's family, class and ethnicity are rarely ever totally erased. Secondary socialisation, therefore is any subsequent process that inducts an already socialised individual into new sectors of the objective world of a society or a segment of it.

Entry into the armed forces gives an immediate sense of identity that goes beyond a work-role identity. A young person who becomes a clerk in a government department is a clerk from 9.00am to 5.00pm, five days a week. A young person who goes into the armed forces, may be employed as clerk, but he is in his 'role-set' 24 hours a day, 7 days a week. Even off duty, he will learn to 'stiffen' in the presence of an officer. The new recruit very quickly learns that he has a place in an ordered, hierarchical environment, and in order to survive, there has to be an immediate overt change in behaviour. In the armed forces there is a great deal less ambiguity, and even where that might arise, the inductee rapidly discovers that the 'area of uncertainty' has been covered in a manual somewhere or other. The ambiguity of the situation is transferred to the 'ambiguity' of discovering the appropriate manual!

The armed forces way of life insulates the individual especially during the early phases of the individual's career when much time is spent on operational bases or camps away from contact with civilians. The total life scene is dedicated to learning the skills required to be efficient in the job, and social life focuses on the mess, and on interaction with those with whom the 'daily round' is spent.

Brim and Wheeler (1966) tend to use the term 're-socialisation' to describe adult (secondary) socialisation. Like Berger and
Gluckmann, they suggest that later-life socialisation is rarely total, always partial.

Brim and Wheeler believe that there are three things a person needs before he can perform satisfactorily in any role. He must know first of all what is expected of him in terms of his behaviour. Secondly, the individual has to be inculcated with the values to be held. He must also be able to meet role requirements, must desire to practice the behaviour and pursue appropriate ends. They believe that the purposes of socialisation are to give an individual knowledge, ability and motivation.

Brim and Wheeler (1966) thus, provide a typology of the content of later-life socialisation based on the division of knowledge, ability, motivation between behaviour and values.

<table>
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<tr>
<th>Knowledge</th>
<th>Behaviour</th>
<th>Values</th>
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<td>(A)</td>
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They consider that in later life socialisation there is a shift from an emphasis on values to a concentration on behaviour, and a shift in focus from cell (E) to cell (A).

In the armed forces, however, this pattern may not hold, for a number of reasons. First of all, and most importantly, service in the armed forces is somewhat akin to being in a total institution in Goffman's terms. The individual is constantly embraced by the Service he has enlisted in. It provides total care.
Secondly, over time, within the armed forces, there has developed an ordered set of roles based both on specialisation of task (division of labour) and on rank. An individual has to be trained and given the knowledge to cope competently with the task. In other words at each level within the armed services there has to be the acquisition of knowledge. The individual's ability and capacity are always, therefore being tested. The armed forces hierarchical structure creates its own motivation. At each level there is indoctrination, not only of the value of service to the wider society, but that there is honour in the 'profession of arms'.

Furthermore this indoctrination and propagandising becomes more intense during wartime. All this is aided by use of uniforms: badges of rank, the 'flag' and the development of esprit de corps. Frequently, the re-socialisation begins with an intense initiation, where the previous identity is stripped away, contact with the outside world prohibited and compliance obtained through involvement in hard, physical, rigorous activity - the 'boot-camp' experience.

The more closely an individual fits in with the norms of this new world, the more likely it is that the individual will be seen as being fit for promotion. But not only must there be seen to be consistency in behaviour, he has to demonstrate belief in the underpinning values, and show 'leadership' ability and/or potential for 'leadership'.

Thus, rank and length of service can be indicators of the degree of socialisation within the armed forces and of course, the ADF. But, caution must be exercised in equating rank, and length of service with the degree of socialisation. One reason for this is that, for example, the turnover of specialist officers, educators, doctors and dentists is higher than for
officers trained in combat, and for combat duties. This occurs in part because the specialist officers rarely undergo the full armed forces socialisation process - they are recruited for their skills as doctors, dentists and so on. They are initiated into the forces at a "charm school", and this socialisation is a veneer which is added to that of their initial secondary socialising agency, for example, their university or professional training programme. These specialists have rank, but rarely have the length of service which other incumbents of the same rank may have. The reverse also occurs where individuals have a relatively low officer rank relative to their length of service. This may well be because they have worked their way through the ranks and been commissioned at a relatively late age.

Another reason for not equating rank and length of service with degree of socialisation is that 'happiness' with a career in the ADF varies over the career within the ADF. Jans (1985) has pointed to the fact that during the earlier part of an officer's career, there is clarity of career focus, but this clarity disappears for some, particularly those who move from operational bases to the defence department bureaucracy.

At the resettlement workshop held by the writer (November, 1986), a number of men reiterated that their training was not being utilised fully. One individual remarked that he must be the 'highest paid filing clerk in Canberra!'. One officer indicated that he had been threatened with demotion from his very senior acting rank, gained no doubt on merit, if he continued to persist with his resignation. At no stage was he asked to reconsider his position, at no stage did any one seek to determine why it was that he wanted to leave. Nobody appeared to care enough to ascertain the views of this man in mid career, with enormous potential.
The armed forces then, of all the secondary socialising institutions, like prisons, psychiatric hospitals and other total institutions are uniquely placed to 'capture' the heart and soul of its recruits. This is especially so where the external reality is modified to meet institutional demands by emphasising the 'them - us' dichotomy, in addition to the kinds of processes outlined above. When these are internalised within the individual they may impede any shift in posture, attitudes and behaviour, and so on required when a total institution, like the ADF is left behind at discharge.

In reading through many of the responses to the questionnaire, it became obvious that members of the ADF see themselves as members of an 'in-group' which is distinctly different from the 'civilian-out-group'. To move from being a member of the in-group to becoming a member of the out-group and re-defining that as the 'in-group' (Becker, 1963) may for most people be a significant discontinuity in their life space which has to be resolved or accommodated in one way or another.

In many cases the costs of leaving the ADF were counted in terms of a loss of comradeship/mateship; job security; travel and the intangibles of service, the wearing of uniform and prestige emanating from rank, for example. One respondent missed "regimental social life; going on exercise". Another commented that there was a loss of comradeship - "a friendship that cannot be made in civilian life; trust of friends and trusting them when the chips are down - comradeship". Others felt the loss of the ordered structured life - "security of employment; the military way of life; prestige of rank" and the service lifestyle - "service life"; "friendship; security; trips overseas; supporting my country".
The costs of leaving the ADF can, then be very high, particularly in terms of being dis-connected from comrades; from order and discipline and from the 'uniform'. One senior officer reflected that he had not yet become used to not being called 'sir'! The foregoing examples are also an expression of the importance of the transition experience to the individual and for his family, and may be suggestive of the discontinuous nature of this particular transition.

The shift to civilian life has benefits as well. Many leaving the ADF had a feeling of freedom, and of being in control of their own lives, perhaps for the first time for a number of years. The freedom was expressed in a variety of ways: as a "relief from petty service restrictions", a lack of interference in life-style and the freedom to make choices and decisions - "to be your own person and boss"; "freedom to choose"; "a bit more freedom, no interference in my lifestyle". This freedom was also perceived in a breaking away from the ordered structured life in the ADF - "more regular hours, freedom from service discipline, holidays when wanted and not told, less work pressure".

The re-socialisation process, that is, the secondary socialisation process, it has been suggested, generally builds on or elaborates, and enhances the initial primary socialisation carried out by society through the family and the education system. In many respects the re-socialisation process provided by the armed forces, including the ADF, is built on discontinuity. The 'boot' camp experience, the very stripping away of identity, the severe indoctrination, uniforms which mask the old and generate new role sets with their attendant obligations and expectations function to fashion a man who has to be prepared to defend, even to kill for his country. In many respects, this kind of discontinuity is very powerful in
identity formation. The secondary re-socialisation into the armed forces involves a deliberate attempt to change previous patterns. To support and reinforce the change, to provide discipline and compliance there is the whole panoply of power which is part and parcel of the armed forces as an institution.

The tertiary re-socialisation for our respondents is through the discontinuity of discharge from the Services into civilian life. This is quite a different process, however. The kind of support and structure which was part and parcel of the secondary socialisation process is not available to the 'ex' ADF member moving into civilian life. He is thrown upon the personal, family and community resources which he can muster. There is no deliberate attempt to change his identity; there is no stripping of his military persona and certainly no provision of framework upon which to hang his civilian-hood. For example, an identity which has been forged in the Army and honed in the Promethean fires of active service in Vietnam may find extreme difficulty in coming to terms with a newer identity required in civilian life.

The impact of the prior socialisation process can never be accurately assessed. Any debate as to the effect of prior socialisation on present functioning is similar to the debate over the relative impacts of nature or nurture on the development of intelligence and the generation of IQ scores. Hence the irony of the following in a very powerful drama called "Contact" (Mico, 1986) produced in Canberra recently. In one scene, the Vietnam Veterans' counsellor asked a veteran to complete a form (one of many) which would be used by the repatriation authorities to determine 'what percentage of his life had been affected by the Vietnam war'. The man was a physical and psychological wreck, living in a de facto
relationship after his marriage had been devastated by the still-birth of two children and the live birth of a child with congenital defects.

In a resettlement workshop, the writer conducted for those about to be discharged, an invitation was extended to those present to wear mufti and to wear comfortable clothes in which they could relax. It was a hot day, most wore ties, smart shirts and immaculately pressed slacks. The invitation to take ties off if they so wished, made a number very uncomfortable. Two or three members of the group continued to wear suits throughout the whole day! This inability to feel comfortable without a tie on may be symptomatic of some of the difficulties they may experience in a much more casual civilian environment. Indeed, a number of the group confided that the invitation to relax their dress code made them feel vulnerable and quite anxious!

In Skinnerian terms, extinction of their armed forces behaviour, attitudes and so on will take a considerable amount of time. The discharges have moved from an ordered, quite heavily structured life style into a much more ambiguous situation, where the old rules do not apply, and where the new rules have to be learned rapidly. If their civilian status becomes even more ambiguous through unemployment, or failure to obtain work quickly, for example, then there may be a greater recourse to their old ways of behaving and being, making it accordingly more difficult for them to fit into a civilian environment. This pattern is likely to continue, in a downward spiral unless broken by the individual re-joining the Services, or by obtaining congenial employment. Therefore indices of the strength of the secondary re-socialisation may be indicative of the likely outcome of the transition.
The importance of socialisation as a variable in the transition experience cannot be over-estimated. For if, an individual was recruited into the ADF during his adolescence, and if the re-socialisation process worked to give him an 'instant identity' which became more and more a part of him during the period of service with the ADF, then leaving the ADF could well present the discharger with the problem of discovering, perhaps, for the first time an answer to the question "Who am I?". This question may hold regardless of the nature of his personal mode of adaptation to the ADF as suggested by Merton (1957) and MacLean and Gould (1988).

4.5 Satisfaction with the ADF

In this study, in addition to obtaining information about length of service and rank, the degree of socialisation was measured in a variety of ways. It was measured first of all by the use of a modified 'Army Satisfaction Scale' developed by Salas for use with the ADF.

Satisfaction with the ADF was measured by the use of the Satisfaction Questionnaire (SQ) developed originally by Salas (1967) as a 15 item scale. The modified version used in this research was an 8 item scale (Owens 1969) augmented by two items which it is believed reflect more the character of this research. For example, as re-engagement was not really a possibility with the majority of the respondents, the two additional questions concerned:

a) the certainty of their joining the ADF if given the choice again, and

b) the extent to which they believed their skills had been utilised during the last five years of their involvement in the ADF.
The SQ has been utilised extensively in Australia (see Salas, 1984 for a brief review), typically in attempts to relate satisfaction with the armed forces and re-engagement. Results tend to suggest that dis-satisfaction is more related to discharge from the ADF than satisfaction to re-engagement. Dis-satisfaction with the ADF may be an indicator that the hegemony of the socialisation process is being questioned, and is beginning to break down. Hence, for the purposes of this research, degree of satisfaction with the ADF was taken as one indicator of the strength of the ADF socialisation processes. It would be difficult to imagine an individual with a high 'Satisfaction' score, not being willing to accept ADF values, norms and behaviours.

In addition to the Satis scale as an index of socialisation, the degree of socialisation was measured by two scales formed from the factor analysis of items A-17 to A-58. These are the Noregret and the Missadf scales.

4.6 The Noregret Scale
The Noregret scale was formed by adding together three items, A-43, A-30 and A-45. Those who were highly satisfied with life in the ADF show first of all, a lack of regret of time spent in the ADF (A-43). Secondly, in the event of having their life over again, those who show high degree of satisfaction with the ADF, would again enter the armed forces (A-30). Thirdly, satisfaction is negatively correlated with item A-45 suggesting that those who are satisfied with life in the ADF disagreed with the possibility that perhaps they should have left the ADF much earlier than they did. These three items comprise the Noregret scale (alpha = .67).
4.7 The 'Missadf' Scale
Items A-20, A-27, A-33, and A-49 constitute the Missadf scale. The scale is concerned with the losses and 'grieving' associated with departure and separation from the ADF. It appears to measure those aspects of ADF life which are 'missing' in civilian life - the comradeship and status, and the organised lifestyle of the ADF (alpha = .74; N=951).

The Noregret and Missadf scales represent the extent of the worthfulness of ADF life, and some of the costs associated with leaving. They measure in different kinds of way aspects of ADF socialisation. To be socialised into a way of life suggests some poignancy upon leaving, at the very least and strong feelings of loss at the most.

4.8 Residual Socialisation
The work environment can be conceptualised as a stimulus to which one is exposed over a period of time, and as such there is a strong likelihood that the work environment has a pervasive and cumulative effect on human development. The work environment or the context in which the worker inhabits, determines to a surprising extent what the individuals perceive and consequently what they become (cf. Bertaux, 1982). How much more so is this the case when 'work' represents a life style within a more or less total institutional environment.

Most of our respondents have been exposed to the Services' way of life for over twenty years, and as such have a work and personal identity which is strongly enmeshed. The majority of our respondents have spent a considerable time, effort and energy in establishing, maintaining, consolidating and enhancing their military careers. Many are confronted with the task of commencing a second career at the period in their lives when they ought to be considering 'cruising'. Part and parcel
of the task of developing a new career, they are involved in creating a new image of who they are, in an environment for which they probably do not know the rules, or the rules about the rules.

Their success in making an easy and rapid career transition will depend upon a number of critical factors. The first, to be discussed in this section, concerns the residual effects of the ADF socialisation process. It is argued that if the ex-serviceman continues to feel, think and act like a military person in a civilian environment, then the ensuing difficulties will result in a more intense and prolonged transition. Unlike the adolescent moving into his first job and the beginnings of the development of a career identity, the search for a new career identity by our respondents has to be built on top of the previous ADF socialisation. There will always be some consequences of that socialisation process (cf. Ebaugh, 1988), whether or not this is acknowledged by the men concerned.

In this section, the concern is with the amount of the ADF socialisation still present at the time of the completion of the questionnaire. Three items A-153, A-154 and A-155 were designed to measure the extent to which the individual respondent still felt, acted and thought like a military person. It was assumed that if an individual held on to his previous identity to such an extent that his behaviour, thinking and behaviour were influenced by his military socialisation, then the chances were high that this would prolong the completion of transition tasks. This would be especially so where the clash of military and civilian culture clash head on - in the work place. The term 'residual socialisation' was coined by the writer to encapsulate the idea that there were more than just vestiges of previous socialisation present, and that what was present would have
implications for settling into civilian life.

It would be expected that those individuals who have felt keenly the loss of leaving the ADF would tend to carry a greater residual socialisation load than those who were, perhaps, pleased to leave the ADF. Residual socialisation (Feeling scale) correlates significantly with the three indices of socialisation - with Satisfaction $r=0.34$; with Noregret $r=0.35$ and with missing the ADF (Missadf) $r=0.50$.

4.9 Military Values and Civilian Life

Included in the questionnaire were a number of items which asked the individual to indicate, inter alia, the extent to which they had rejected their military background as a means of identifying themselves as civilians or attempted to impose military ways of doing things in civilian life. Huisani and Neff (1981), for example, believed that locus of control could be considered a coping strategy in that it suggested characteristic ways of encountering the environment. We attempted to discover the extent to which respondents had denied or rejected their military past, or the reverse in a sense, had tried to impose their military past on the present as a means of coping with the ambiguity of the new, civilian environment.

The concern was with the ways in which past experience was utilised in coping with the present. Five possibilities were entertained, and encompassed in item E-77. In developing this item, the possibility was considered that there could well be a continuum, from active rejection and in a very real sense a denial of the past, through a less active rejection (ie. abandonment); through oscillation and wavering; then, to making an attempt to utilise the service background in a constructive way through to an active imposition of service
values and ways on the present civilian life.

In reality, two factors emerged from the Principal Axes factor analysis (Varimax rotation) accounting for 70.6% of total variance. The factors were 'named' Rejected, comprising the two items relating to rejection and abandonment, and 'Imposed'. The 'Imposed' factor comprised the other three items. Internal consistency measures (alphas = .81 and .68 respectively) appear to be satisfactory.

Osherson (1980) in his study of 20 men who made substantial career changes during mid-life, points to the fact that career change occurred toward the end of a period of uncertainty and confusion. There is a similarity with the stages of career development described by Super (1957) when choices begin to crystalise and firm up, and the Adams, et al. (1976) self esteem stages outlined in Chapter Two. Osherson was then confirming that the career change was the beginning of the end point of the old, and the beginning of the beginning of a new direction, a newer identity, which whilst built on the old, nevertheless had the potentiality for newness.

In order for the new to be able to develop, there has to be a giving up of the old, a letting go, a process which he believes involves the experience of loss and the process of grieving. Our data shows that loss is certainly a main feature of the departure from the ADF, and the more intense the loss, the greater the time required to complete the transition tasks. It may impede the finding of suitable employment, because, of the continuous process of comparing the old with the new and finding the new wanting. Osherson, however, believes that the experience of loss and the process of grieving may have long term beneficial effects.
The nature of letting go, may be crucial in coping with the grieving process. It could well be argued, for instance, that those who have actively rejected the ADF may well be postponing the grieving, or repressing it in some way, akin to Kubler-Ross' stage of denial. Those who tend to impose the military ways of thinking and so on on their civilian roles, of course have not yet 'let go' and are 'holding-on' in Osherson's terms.

Some of the respondents commented on the differences between life in the ADF and within the civilian work environment. Some found that they had to let go of military ways of doing things - "learning to think 'civilian' has been hard, work valuation is totally reversed, ie you get paid for what you do, do not line up to get paid each fortnight".

"Fortunately I had learnt not to use military slang before discharge, I feel this has a strong bearing on whether [sic] civilians accept or reject you. You don’t have to think like them but you must talk like them." On the other hand one person stated that "my total disassociation in many ways from military establishments has made the transition very smooth." Another likened the transition to civilian life as similar to the 'process of weaning'.

These comments gleaned from the questionnaires more than anything else highlight the nature of the 'we' versus 'them' distinction made by servicemen as a function of their ADF socialisation. For many it must be extremely difficult to let all of this go.
4.10 Hypotheses

Some of the hypotheses that have been generated from the above discussion include:

1. The stronger the ADF socialisation, the longer the time to complete transition tasks, the more intense the transition experience, and the greater the discomfort in civilian roles.

2. The greater the satisfaction with the ADF, the longer the time to complete transition tasks, the more intense the transition experience, and the greater the discomfort in civilian roles.

3. The greater the regrets about leaving the ADF, the longer the time to complete transition tasks, the more intense the transition experience, and the greater the discomfort in civilian roles.

4. The greater the felt loss upon leaving the ADF, the longer the time to complete transition tasks, the more intense the transition experience, and the greater the discomfort in civilian roles.

5. Satisfaction with the ADF, regrets about leaving and felt loss will be the greater for those with the longest number of years served, and for higher ranked NCO's and Officers.

6. The greater the attempts to impose military values in a civilian environment, the longer the time to complete transition tasks, the more intense the transition experience, and the greater the discomfort in civilian roles.

7. The greater the 'rejection' of military ways of being, the shorter the time to complete transition tasks and the greater the degree of comfort in civilian roles, and the lesser the intensity of the transition process.

8. The stronger the residual socialisation effects, the longer the time to complete transition tasks, the more intense the transition experience, and the greater the discomfort in civilian roles.

9. Residual socialisation effects will be the greater for high ranking NCOs and Officers, and with those who have served longest in the ADF.
SECTION 2

4.11 Intentional Changes: An Introduction

This section of the chapter focuses on other changes taking place contiguous with the transition to civilian life. In general it is argued the greater the load being carried, the more likely it is that the transition will take longer, be more intense, and may have an effect on the degree of felt comfort in civilian roles.

The change from being a serviceman to being a civilian carries with it the possibility of both loss and opportunity. The ways in which the transition is perceived and handled obviously have a role to play in determining how the individual goes about being a co-producer of his own environment.

This major transition, however, carries along with it other related changes. For example, an ex-serviceman who moves with his family to a new location, is not only involved in finding a new home, a new job, transferring bank and other accounts, saying goodbyes, coming to terms with a new environment and so on, but, also with placing children in new schools, enrolling them in new activities of a sporting, cultural and community nature, assisting his wife settle in and so on. All of this takes energy, time and organisation. The physical dynamics of the shift into civilian life are complex enough without taking into account the accompanying emotional and psychological load (cf. McClusky, 1970) associated with the 'loss', relief perhaps, or the challenge, etc. involved.

If, at or about the same time the serviceman and his family are in the process of leaving the ADF, they are also confronted by life events (Holmes and Rahe, 1967) more or less out of the control of the individual (eg. death within the family,
unwanted pregnancy, mortgage foreclosure), or intentionally make other changes (eg. divorce, marriage), then it is likely that the transition will be prolonged and much more intense. The load will be all the heavier, and the discontinuity greater. Lieberman in his model of transition, for example, points out that life stress caused by life's events have an impact on 'current functioning' (Part 1 of the model). So the addition of other stressors to an already potentially stressful transition is likely to have an deleterious impact on the transition process.

An individual, for example, may take the attitude that becoming a civilian may provide the opportunity to do new things, develop new attitudes, build new relationships or whatever. If this is the case, that person adds considerably to the complexity of the transition process and, thus, creates an even greater discontinuity in his life space. Where an individual is involved in a great many additional intentional changes, it is expected that this will increase the intensity of, and prolong the duration of the transition. It may even have an effect on the degree of comfort as a civilian, though this will tend to be an indirect effect, the bulk of the impact being mediated by the intensity and duration variables.

Therefore, the fundamental hypothesis which is to be examined in this section is that the intensity of the transition and its duration as measured by the dependent variables is greater for those people who undertake intentional changes than those who do not. The corollary also holds, that those who are forced by the circumstances occasioned by life's events (for example, death, injury or pregnancy within the family environment) to make changes at, and around about the same time of their discharge from the ADF will also tend to take longer to complete the transition and that the experience will be
accordingly, correspondingly more intense. The changes made, for whatever reason, voluntary or imposed by circumstances, will tend to have a greater effect on the duration and intensity of the transition rather than on the degree of comfort in civilian roles.

4.12 The Work of Tough on Intentional Changes

Tough's (1982) book focuses exclusively on 'highly intentional changes'. His research was based on intensive interviews of 150 men and women in the USA, Canada and Britain. The interviews were conducted, in the main, by graduate students, all of whom had received instruction in interviewing. The interviews concentrated on the respondent's most important intentional change within the two years prior to the interview. The emphasis of the research was "on the portion of the originally chosen change that had, in fact, been achieved" (1982:20); that is, on the largest actual change accomplished and not the largest intention!

Excluded from the scope of his research, then, were those changes desired but not achieved and, interestingly enough, those decisions which resulted in a conscious non-change. For example, offers of attractive jobs turned down in favour of the status quo. This writer believes that that was a pity, because the decision not to do something, is an active decision - an achievement - and as much a turning point as the accomplishment of a major change.

To be considered intentional, a change, for Tough, had to be 'highly intentional'. A highly intentional change was characterised by being definitely chosen and intended. That is, a change could not occur by serendipity, and changes had to involve striving. So choosing and striving were the two major descriptive characteristics of an intentional change. Tough is
attempting to measure are those changes which appear to have been intentional, upon 'mature' reflection.

Tough instructed his interviewers to use a 'jog sheet' to facilitate the interviewees memory of the most significant changes they had chosen, striven for and achieved within the previous twenty-four months. The interviewers, sought to elicit from their 'clients' only the most significant intentional change. Once this was identified, it became the focus of the interview.

In this research, the 'jog sheet' was used as a listing of potential areas of change, to which people were asked to respond by indicating for each of the areas of intentional change the degree of importance of the change. This latter procedure was in line with Tough's approach, when he asked his interviewees to give an estimate of the size and importance of the intentional change.

According to Tough (1982), four areas of intentional change accounted for 75% of all intentional changes - (1) job, career and training: 33%; (2) human relationships, emotions and self perception: 21%; (3) enjoyable activities: 11%; and (4) residence location: 10%. Other changes included those related to the maintenance of home and finances (7%); physical health (7%), with 3% for each of religion, basic skills and competencies in reading, driving, goal-setting and so on, and volunteer helping activities.

When Tough's interviewees responded to the questioning, 31% indicated that for them, their intentional change was "huge or enormous". 40% stated that the change was "fairly large and important". 26% of his respondents considered that their intentional change ought to be categorised as "a definite
change with some relevance and importance in my life. Only 3% felt that the change was "small, trivial, petty, unimportant".

Approximately 4% indicated that in the two years prior to their interview with Tough and his associates, that they were unable to identify any intentional change. Most non-changers, Tough felt were 'normal', happy and not disadvantaged in any way. Non-change, Tough insisted, cannot be equated with low energy or low activity or any kind of pathology:

"I end up convinced that change is not somehow better or more important than non-change. on the contrary, the 80% or 95% of the person's characteristics and life that remains stable is probably as least as important as the portion that changes...

Changing too much can be at least as harmful to oneself as not changing at all. It can take time and emotional energy away from other activities that would provide greater happiness, or from family and job. It can lead to such preoccupation with change that people forget about all the beneficial nonchanging aspects of themselves and their lives."

(Tough, 1982:46)

4.13 The Measurement of Intentional Changes

In this study, the list of Intentional Changes utilised by Tough in his work was adapted for questionnaire format and comprised items E-78 to E-101. We also sought responses to all the items for our concern was not to identify one area of change but, all the areas of intentional change as perceived by the respondents. The assumption was that it is accumulative change (change upon change) that is difficult to cope with. Like Tough, our data is based on the respondents' reflection of past events and changes. Implicit in the responses made to the items was that change actually occurred.
Our findings are not likely to be directly comparable to those of Tough, though, of course, it would be expected that there would be broad similarities. We used a questionnaire approach, whereas, Tough used intensive interviewing. Tough asked his interviewers to focus on the most important achieved change. We sought responses to a wide spectrum of changes. His analysis of areas of change was based on a content analysis and the development of categories, our analysis is less subjective and based on factor analysis.

There is a high correlation between the numbers of changes made and the perceived intensity of these changes ($r=.88$). Furthermore, there was a Spearman Rank correlation of .83 between the rankings of the means of those making changes, and the rankings with all respondents included (i.e. when those who indicated that they made no changes were also included). Indeed, there were only three items in which rankings differed significantly. This suggests that by and large, the number of actual changes made (frequency) and the degree of the changes made (intensity) are not separable.

### 4.14 Areas of Intentional Change

Three areas of intentional change were derived from a factor analysis of items E-78 to E-101. The first scale ($\alpha = .76$) 'Style' identifies intentional changes in the area of life style - home maintenance, residential and living arrangements, personal finances and the acquisition of property and possessions.

The second area in which intentional changes were made focus on changes in human relationships (HR, $\alpha = .73$). Items included in this scale relate to the beginning and ending of relationships, in and out of marriage, changes in level of self confidence and so on.
A third area of intentional change is largely internal to the individual (Intra: alpha = .88) and is concerned with wisdom, understanding, expansion of spirituality and so on. It perhaps reflects an heightened awareness and sensitivity to the self which frequently emerges with any confrontation with crisis. A number of commentators (eg. Cohen, 1985; Riegel, 1975; Viney, 1980) have indicated that transitions have implicit potential for enhanced personal functioning.

Intentional changes made by respondents took place in three inter-related areas of living; within the self; in relationships and in material possessions and life style activities. It is expected that the indices of personal and inter-personal relating would have a greater association with the dependent variables than the index concerned with Style. Too much change in inter and intra-personal functioning is likely to increase time to complete the transition tasks, and have an marked influence on the intensity of the transition, and a reduced association with the degree of comfort in civilian roles.

4.15 The Nature of Life Events

Another potential cause or trigger of change are the life events which are encountered throughout the life-span. Some of these life events are intentional in the sense that the individual has a degree of control over the timing of the event - for example, when to get married; to leave school and so on. A number of life events, however, are largely out of the control of the individual, for example, the vicissitudes of life - death or illness, and injury. Life events may trigger may major transitions (Viney, 1980). Life events generate stress.
Holmes and Rahe (1967) were among the first to attempt to measure the impact of life's events on the individual. They devised a Schedule of Recent Events (SRE) which listed 43 life changes. Each event was given a Life Change Unit score or weighting (LCU) and a total score was obtained by the summing of the LCU's. The LCU's were originally weighted in terms of their perceived impact on a wide variety of different groups of subjects, who were asked to rate for each item the amount of readjustment entailed.

Other available evidence, however, also seems to point to the very high correlation between weighted scores and unweighted scores, and which appear to be similarly related to dependent measures (eg. Lai and Skinner, 1980; Mueller et al., 1977; Ross and Mirowsky, 1979). Thus, raising doubts about the necessity to weight life events in terms of their intensity.

As our research indicates, it may be the number of changes encountered at any one time that is important in determining their impact on the individual, not the intensity of the event per se. The research evidence in relation to life events supports our findings in relation to intentional changes - that there is a high correlation between the intensity of change experienced and the number of changes encountered. Whether an individual researcher uses a weighted procedure or an unweighted procedure in scoring life events makes no real difference in terms of the outcomes. The approach to scoring life events thus becomes a function of its appropriateness in terms of the nature of the research being undertaken.

The SRE has been used to give an indication of the stress being encountered by individuals but, Cohen (1985) reminds us, in her critique of the scale, that "the SRE is only one way of conceptualising stress - that is, as life change" (Cohen
1985:43). Stress per se may not be pathological. Cohen, for instance, wants to insist that stresses are inevitable at certain times during the life cycle and, that most people do not suffer adverse, presumably, long term effects. Indeed, she believes that distress has to be felt at times in order to develop competencies, increase self esteem, enhance later performance, learn empathy and so on. Growth and development can, in her opinion, therefore, emanate from periods of stress, distress and difficulty.

Life changes may provide the potential for growth within the individual or they may inhibit it. Whether a stressful event leads to growth or deterioration depends, Cohen believes, on a number of factors (some of which are captured in this research) including:

1. the pervasiveness and persistence of the event - its intensity and duration;

2. the timing of the event - this would include the other factors, events and stressors in the individual's life, occurring continguously, as has been previously discussed;

3. the individual's personal resources, obviously taking into account notions of margin (cf. Lieberman, 1975; McClusky, 1970);

4. the nature of the surrounding environment, including personal relationships and the resources (social support) potentially available within the community;

5. the opportunities given for acting upon the environment (see also Seligman and his notion of "Learned helplessness", 1975) and,

6. the meaning that can be given to the experience. To some extent, of course, Lieberman denies this point.

Cohen argues for caution in using the SRE as a measure of stress, pointing to research (eg. Jenkins, Hurst and Rose,
1979) which suggests that there is low reliability in the reporting of life events. According to Cohen (1979) there is a possibility that because studies largely use 'self report' that the scale could be measuring the relationship between life stress and illness behaviour.

Support for this proposition comes from Lehman (1978) who believes that many of the check lists of stressor life events are indistinguishable from responses to stress. Similarly, Thoits (1982) has argued that the field of stressful life events and social support, is bedevilled by conceptual, methodological and theoretical problems. Despite this, however, there is a growing accumulation of evidence that life events can have deleterious effects on psychological well-being. Typical correlations between the number of events and subsequent disturbance tend, however, to be only moderate - ranging in value from .17 to .35 (Muller et al. 1977; Rabkin and and Struening, 1976).

Hultsch and Plemons (1979) assert that life events are generally viewed as stressful and disruptive of customary behaviour patterns. Some researchers, however, consider that it is important to distinguish between life events which are viewed as positive, and those which are viewed as negative as they have differential impact on individuals. There is, for example, a great deal of evidence to suggest that 'negative' life events (eg. death within the family) are more predictive of depression and psychological disturbance than so-called 'positive' events like marriage, wins in the lottery and so on (eg. Johnson and Sarason, 1979; Ross and Mirowsky, 1979).

Some contrary evidence comes from Newcomb et al. (1981) who, as a result of their research of stressful life events among adolescents consider that for some aspects of social
functioning, predictivity is enhanced by desirability (of life event) distinctions, and yet for other aspects, there is no advantage in this procedure. In summary, they indicate:

"It seems clear that certain stress factors are most useful when the number of events is summated without regard for their desirability, but that most factors gain in discriminative utility when differentiated by reported desirability." (Newcomb et al. 1981:412).

Tausig (1982) outlines some of the issues in measuring life events, and comes to the following conclusions, some of which, we believe, may also have applicability to the measurement of Intentional Change:

1. The 42-item Holmes and Rahe (1967) SRE instrument is as good a predictor of depression as expanded versions of the scale.

2. The scale shows no internal structure. Items are essentially independent of one another. No standard psychometric reliability can be applied to the scale.

3. Organising items according to an a priori classification system concerned with "area of social activity" does not improve prediction.

4. The items concerned with "personal life style" should be eliminated because they overlap with items in the dependent variable and with other events in the life events scale.

5. The scale is best described as an unweighted measure of frequency of life events.

6. Objective or subjective scoring of life events makes no difference.

7. Although undesirable events are more related to depression that desirable or ambiguous events, the total score is an equally good correlate and is more consonant with the more general theoretical perspective that defines all life events as requiring readjustment.
Tausig's research indicated only modest correlations between life events and depression scores, which because of his large sample, are highly significant ($N=1084$, $r=.252$ between SRE and depression scores). This finding is in line with Thoits (1982) comment regarding the typical range of correlations between life events scales and psychological disturbance. Some of Tausig's conclusions will be examined in the light of this research, which used an edited version of the Holmes and Rahe (1967) scale.

In summary, the original Holmes and Rahe measure of life events has been used extensively by social scientists, and modified in a variety of ways to suit personal research needs. The general conclusion appears that the measure has utility as an indicator of stress emanating from life change, and this is regardless of whether or not any attempt is made to measure the intensity of the life event change. There has been conceptual confusion within much research relating to the nature of the change being measured - the stressor or the response to stress. And there are indications that negative life events have greater predictive power, for depression, than positive life events.

4.16 Life Events In This Thesis

In this research, the number of items from the original Holmes and Rahe scale was reduced to 24, by the deletion of items with obvious overlap. For example, the original scale had eight items related to housing. This was reduced to three. However, two other items relating to this research were included, one concerned the year of discharge, and the other sought information on whether the respondent had made any intentional changes in behaviour.

The life events scale in this research also featured another innovation. Respondents were asked to give an historical
picture of the life events that had occurred over a five year period. Respondents, it was hoped would use their year of their discharge from the ADF as a reference point and, hence its prominent place at the top of this section of the Transition to Civilian Life Questionnaire. This procedure was used to mitigate against any possible loss of accuracy of memory.

The year of discharge provides a reference point for life events which may have significance in relation to discharge, and it would be expected, therefore, that only those events of significance would be reported. Furthermore, the notion of a reference point gives us the possibility of examining some of the antecedent, consequent and contiguous life events that occurred in relation to the year of discharge from the ADF.

Tausig believed that items within the SRE showed no internal structure, but even with a cursory examination of our data suggests that there may be linkages between items. For example, a move to a new house in a new location must inevitably mean a change in living conditions. The purchase of a home or a re-modelling of an old one is likely to involve a mortgage or a substantial loan, and the possibility in times of high interest rates, the foreclosure of an old loan.

From factor analyses of the events in each of the five years substantial congruence with regard to the nature of the factors was obtained. The first factor in each of the five analyses contained the same variables and was concerned with the consequences of the changes in living conditions resulting from shifting within the ADF or moving household after discharge. The second factor to consistently appear was related to changes in personal habits, recreation and leisure patterns and other intentional changes.
The third factor was concerned with changes at and or in work, through promotion (or demotion), changes in level of responsibility, and so on. Outstanding personal achievement featured significantly as a separate factor in most of the analyses. Family changes as a result of different levels of discussion or argument, and resulting perhaps in divorce, separation or remarriage emerged as a distinct factor. Pregnancies, wanted or unwanted and births and or adoptions featured as a separate factor.

These indices of life events were named as follows:

1. Shifts (changes in living arrangements)
2. Work (Changes in and at work)
3. Life changes (changes in personal habits and so on)
4. POA (Outstanding Personal Achievement)
5. Pregnancy (Births, pregnancies or adoptions within the family)
6. Burials (deaths within the family, relatives and circle of friends)
7. Injury (changes due to personal injury, serious illness)
8. Married (Problems or changes in inter-personal relating within the marriage)

In addition to the above, the total number of events (Allevent) and the total number of intentional changes (Nuchang) will be used as indices of the total amount of change confronting servicemen as they proceed into civilian life.
4.17 Hypotheses

The hypotheses to be examined as part of this section include:

1. The greater the number of intentional changes made, the greater the intensity of the transition, the longer its duration, and the lesser the degree of comfort in civilian roles.

2. The greater the exposure to life events, the greater the intensity of the transition, the longer its duration, and the lesser the degree of comfort in civilian roles.

3. The number of intentional changes made will be related to the amount of stress experienced as measured by the General Health Questionnaire.

4. The number of life events experienced will be associated with the amount of stress experienced as measured by the General Health Questionnaire.

5. High exposure to life events and intentional changes will be associated with lower levels of self-esteem, greater externality of Locus of Control.

Section 3

4.18 Social Support - A Mixed Blessing?

This section is devoted to an exploration of the notion of social support and its utility (or otherwise) in mitigating the stress inducing effects of life events and too much intentional change. Cobb's criteria of social support are examined and, much of the social support literature cited, is considered in light of the Cobb criteria.

Then follows an outline of the way the data was collected and an identification of the indices to be used in measuring social support in this thesis. The issue of the buffering effects of social support is discussed, as well as the problematic nature of social support.
4.19 The Cobb Criteria of Social Support

Cobb and his associates have been involved in researching the nature of social support and its effect in ameliorating the stresses generated by individuals as they are confronted by major discontinuities in their lives. In particular, he and his multi-disciplinary team have been investigating the role social support plays in assisting men made redundant by factory closures.

Cobb (1976) defined social support in terms of the information given the individual, which leads the individual to believe:

a. that he or she is cared for and loved;

b. that they are esteemed and valued; and

c. that they belong to a network of communication and social obligation, which provided among other things, a sense of history, access to information and accessibility to services.

He deliberately excluded from his meaning of social support those services and activities which tend to encourage dependency within the individuals. Among the examples given, is the nursing care available in hospitals, or those other services provided by public utilities in times of illness.

Cobb, in fact, was one of the first to draw attention to the ameliorating effects of social support in making adjustments to transitions and coping with the stress of life and other events. He illustrates his paper with evidence from all stages of the life cycle - for example, pregnancy; birth and early life; hospitalisation; recovery from illness; bereavement and job loss.
He points to the need for much more extensive research in the areas of transition to college, to first job, and to marriage. He considers that employment termination is a major life crisis for most men. It is certainly, true, for example, that none of the major theorists in the field of vocational guidance and counselling (e.g. Ginsberg et al., 1951; Ginsberg, 1972; Holland, 1967; Roe, 1956; Super, 1957) have included the notion of social support in their theoretical frameworks. Let alone, the possibility of social support being an important ingredient in the rehabilitation of workers following illness, redundancy or major career shift.

In relation to social support, Cobb asserts that:

> We have seen strong and often quite hard evidence repeated over a variety of transitions in the life cycle from birth to death, that social support is protective. The very great diversity of studies in terms of criterion of support, nature of the sample, and the method of data collection is further convincing that we are dealing with a common phenomenon. We have, however, seen enough negative findings to make it clear that social support is not a panacea. (Cobb, 1976: 310)

But, as men move from the ADF into civilian life, there is a lessening of all of the three criteria mentioned by Cobb (the ties that bind!). The ADF provides twenty-four hour a day care to its service personnel - it matters to the ADF that men are fit and healthy; it matters to the ADF that men are by and large happy, and that morale is high (see research quoted by Cobb, 1976 - eg. Rose, 1956; Swank, 1949). The ADF by its very closed institutional type structure, as has been mentioned, provides a system of rewards and punishments which among other things locates an individual within a rank structure, thus assisting in the establishment of identity and sources of personal self esteem and value. The ADF also gives that feeling
of belonging to the profession of arms, a sense of history and purpose, and access to network information, which frequently by its very nature helps to reinforce the image of the serviceman as being a different kind of person from the 'mere civilian'.

Thus, in making the transition to civilian life, the former serviceman has to replace, at the very least, some significant aspects of this hegemonic support. Indeed, it is suspected that the kinds of losses measured by the "Missad" index are the result of the realisation by ex-servicemen that they are on their own, and access to that kind of support is no longer available. Because of its hegemonic nature, the awareness of the power of the ADF structure only becomes apparent in times of need.

This may be especially so where there is a marked discontinuity in the life space of an individual who, having been nurtured within this support network is suddenly rejected by the nurturing system and ejected because he or she no longer meets, either the system's needs or the criteria upon which the system is founded. Medical dischargees, for example, are discarded almost immediately. They are, as a group, antipathetical to an institution and a system which has nurtured images of fitness, efficiency and competence. They no longer meet those criteria upon which their identity as military men (and men) rests. The discharge on medical grounds is damaging to self esteem and the self image.

We have received a number of letters from the wives of ex-servicemen, who report substantial family problems consequent upon the discharge of their partners from the ADF. This has been most apparent where there have been difficulties in obtaining suitable civilian employment, or coping with the facts of a 'medical discharge'. The need for an early
establishment of a 'new' identity linked through employment and feeling at home in a community is important in the resolution of the transition.

Where an ex-serviceman has moved house, made intentional changes and/or has been confronted with a series of life events, and where there is, or has been no establishment of a social network, then there could well be a tendency for the ex-serviceman to turn more towards the family, and particularly his partner for assistance. In terms of Cobb's criterion (a) above, greater pressure (and entropy, cf. Brent. 1978b) is then placed on family and inter-personal relationships. This may result in greater than normal marital discord. Cobb's (b) and (c) criteria have largely to be satisfied through the world of work, and in the community in which the individual (and his family) decides to live after discharge from the ADF.

Thoits (1982) believes that the Cobb (1976) scheme has merit. She considers that the Cobb schema appears limited primarily to the giving and receiving of emotional support, tending thereby to neglect instrumental and practical assistance obtainable from others. Nevertheless, in her opinion, it provides a basis for attempts to operationalise the construct - social support. Something, Thoits asserts, is rare within the social support literature.

There are, however, substantial difficulties in the operationalisation outlined by Cobb, for this writer. For instance, it is not clear how Cobb intends that the impact of the information on the individual is to be measured. For example, the ADF conducts Resettlement Seminars for those with twenty or more years service, as has previously been explained but, until this research project, no feedback had ever been sought on the usefulness of the information given at such
seminars. Therefore, doubt exists, first of all, about what was intended to be information; secondly, the nature of the information received by the serviceman; and thirdly, its utility in the discharge process (cf. the Weaver communication model, Weaver 1967).

Nor is it clear, whether a change in the individual's belief system as a result of the information is to be the focus of what is to be measured, or whether the focus of change is on behaviour. Furthermore, as it is obvious, the three categories of information are inter-related, how does one partial out the effects of one category on the others? Again, what constitutes a 'unit' of information?

What is clear is that the idea of information transfer may be extremely difficult to operationalise and to measure. Social support, in Cobb's terms, seems to be a passive concept - it is something that is given to the recipient. There is no notion implicit that touches upon the individual as a co-producer of his own environment and which recognises that individuals may actively seek the required information. Cobb's ideas take it for granted that each individual is aware of, and has access to similar amounts of information, or 'data banks'.

There are other problems for the writer with the Cobb conceptualisation of social support that have to do with the differential impact of various kinds of social support on coping with change and transition. But Cobb has to be credited with being one of the initiators of research into the area, and linking the effects of social support to stress and stress related symptomatology.
4.20 The Effects of Social Support

Gore (1973) (one of Cobb's students) found for instance, a substantial relationship between arthritis and lack of social support. With a shift from the highest to the lowest quartile in terms of social support, there was a ten fold increase in the proportion of men who had two or more joints swollen with arthritis. Gore also found that hypertension and peptic ulcers were not affected by the level of social support, but that marital hostility was associated with ulcer disease.

The men in Gore's study were all blue collar workers with a substantial working history with the firm (approximately twenty years on average). On a symptom check list, Gore (1973) indicates that the frequency of complaints was inversely proportional to the degree of social support.

Cobb (1974) discovered that a number of meaningful changes in levels of hormone secretion were associated with job termination. These indicators of stress, however, behaved differentially depending upon the level of support and the stage of the progress through the termination and re-employment process. Cobb suggested that there was a possibility that social support could buffer coronary heart disease.

But arguably the two most interesting aspects of the 1974 paper concerned the suggestion that job termination ought to be considered a multifaceted phenomenon, and that the 'anticipation' or waiting for redundancy to occur, had effects not only during the 'anticipation period' but also had effects which carried over into the new job situation.

Apparently, those who had a worse time during the anticipatory period had a worse time settling into their new jobs. Unfortunately, this point was not pursued in any depth within
the study, but it does raise questions about anticipatory socialisation attempts prior to redundancy, retirement or in our case, discharge from the ADF. From Cobb's study, it is not sure what is meant by having a 'worse time'. Nor it is clear whether what might might be construed a 'bad time' during the anticipatory period is likely to be construed as having a 'bad time' in the new job.

For example, it is possible to argue that there are maybe two separate sets of processes involved - letting go of the old, situations, friends, the familiar (integral aspects of socialisation), and building up new contacts, friends, coming to terms with new situations and so on. If job termination ought to be considered a multifaceted problem, then so ought re-engagement and re-socialisation. A corollary of this, might be that those who are faced with sudden retirement, with a greater obvious discontinuity, may in fact experience less strain, than those who 'plan' and 'anticipate' their retirement.

Perlin and Schooler (1978) suggest that their data showed increasing stress levels among those who sought help, and in response to Gore (1979), they echo her surprise in finding that help-seeking for marital and parental problems was associated with more, rather than less, psychological distress (Perlin and Schooler, 1979). It is not clear, however, which came first, the stress which prompted help seeking, or that greater stress was a result of the help seeking. For example, it will be shown later in this chapter that there is an association between going for employment advice and assistance and an increase in the intensity of the transition experience and a delaying in the completion of transition tasks.
For as Cobb points out:

It is surely not clear why some variables are moderated by psychological defence and others by social support. This is an area that has recently come to attention and it is one that will surely require mapping before we start doing much in the way of interpretation. As a first thought it would seem possible that different variables respond to different stimuli and are therefore moderated differently. Certainly there is no reason to believe that job termination is a unitary stress. Rather it contains components of future ambiguity, episodes of both work underload and work overload, and changes in responsibility, self actualisation and autonomy. In another study such dimensions should be measured. (Cobb, 1976:257)

The pity is that in a great many studies measures of social support are largely 'ad hoc' in nature. For example, in the Gore (1973) study of blue collar workers, previously mentioned, she included 13 items as ostensible measures of social support, covering three components of supportive relationships. There were eight items measuring the individual's perception of the support offered by his wife, family friends and relatives; three items related to the frequency of activity outside the home with the above; and two items concerned with the opportunities perceived as being available to engage in satisfying social activities, and which allowed the individual to talk about his problems.

In general terms, these items appear to be focussing on the emotional support dimension of Cobb's. It is significant, that despite the measures' ad hoc nature, they revealed substantial utility and validity in measuring social support.

4.2 Other Views of Social Support

Lin et al., (1979) define social support somewhat differently. They perceive it as that support accessible to an individual through social ties to other individuals, groups and the larger
community. They measured social support, their 'crucial variable' with a nine item scale which tapped the respondent's interactions and involvements with friends, neighbours, people nearby and the subcultural (Chinese) activities and associations.

They also sought information about the way their respondents felt about the neighbourhood, their community and place of work. These, they termed the 'social adjustment' components. In their research, Lin et al. argued that they were focussing essentially on the nature of non-kin support. They consider, however, that future investigations into social support should contain elements which attempt to measure the degree of family support. In their research, no test-retest reliabilities are reported but, they do quote internal consistency alphas of around .52, which are somewhat on the low side, (certainly in comparison to the alphas reported in this study).

In their discussion of social support, Lin et al. (1979) point out that social support can be conceived in a number of ways. For example, social support can be viewed as a structural factor where social ties, the community and networks operate to alleviate stresses, thus, reducing the potential for illness. So that being a part of a larger whole cushions, or in Prigogine's notions, dampens the perturbative, effect of stress.

Another point of view, argues that social support is a reactive mechanism to stress, which begins to operate at the time of, or, subsequent to, the stress triggered off by some kind of life event. This view suggests that rather than acting as a cushion, thus reducing the the possibility of stress in the first place, social support acts as an ambulance or emergency system which is only called to act at the appropriate time.
Their data failed to show any strong support for either the structural or reactive models of the relationship between social structure and stress. What it did show, however, was that social support contributes significantly and negatively to the reporting of psychiatric illness symptoms. Boyce (1979) in a commentary on the Lin et al. research suggests that the data points to the possibility that only those incurring a large number of life events and life changes are prone to excessive stresses.

It is difficult to fit the items in the Lin et al. study within Cobb's (1976) criteria. Some of the items appeared to be concerned with the validation and reinforcement of cultural identity and could, therefore, be included within Cobb's esteem needs category. However, these items may also fit into Cobb's 'networking' category. This is so, because part of being identified with a culture, involves reference to a larger whole which tends to have an ongoing history.

LaRocco et al. (1980) believe that from a health perspective, emotional supportiveness is the most important or consequential aspect of social support. They suggest a number of hypotheses linking their concept of social support to various dimensions of job stress. For example, social support, they believe, emanates from three different sources - superiors, co-workers; and wife, family and friends. They used measures (four items from each source) "designed to tap the presence of psychological and tangible supports."

They point out that their indices of support from each of the three areas were not highly correlated. But because of the large number of subjects used in the studies, all were significant beyond .01! There may have been an underlying
variable which could have been identified if, for example, they had used an exploratory factor analysis. The underpinning variable may have had more explanatory power than the ones originally used.

There’s a re-working of the original data from a major investigation of job demands and worker health (Caplan et al., 1975) that had been previously analysed (Pinneau, 1975) with a focus on the effects of social support. The general conclusion was that social support can buffer the perceived relationship of job stress and job strain to general health affects.

Buffering effects, LaRocco and his colleagues believe, reflect a mobilisation (the ambulance analogy used above) of resources and support to stress or strain (cf French, 1979). When stress and strain are low, support is not mobilised, though potentially available. When stress increases there is an increasing mobilisation of resources and support perceived relevant to alleviate that stress, (Boyce’s comments above appear relevant here). What is not known, however, is the individual’s base-line of known community and support services or, what are perceived to be the resources which could conceivably be utilised when the pressures are applied.

There is a difficulty in not knowing the individual’s particular threshold level, which precipitates the need for the mobilisation of support resources. There is also the problem that individuals may be ignorant of the resources which are available and potentially useful to him, within the self, the family, friends-networks, and within the wider community.

But, it is not only ignorance of information sources and potential resources that is crucial in coping with life event’s pressures. Ruch in her study of rape victims suggests that self
esteem and the manner of coping with previous life's events may have an inoculatory effect, hence assisting in the facilitating of personal resources when confronted with a greater traumatic life event (Ruch et al., 1980).

Turner (1981) addressed the problem of whether social support is of influence in its own right (main or additive effects), or important wholly or largely as a buffer against concurrent stress. The data suggested that there were main effects involved in the social support and psychological well-being relationship, and that this is largely a direct relationship rather than a conditional association. In answer to the question of main versus interaction effects, Turner suggested that social support has significant main effects and that it is most important in stressful circumstances. Furthermore, these relationships varied across social class groupings.

The evidence seemed to suggest that social support for middle class individuals is significantly associated with well-being across all levels of stress. He points out that relationships tend to be higher as stress increases and, therefore, that this is consistent with the buffering hypothesis. As far as lower class individuals were concerned, social support only became crucial when the stress level reached high levels.

The results of factor analyses suggest that it [social support] is a dimension discriminable from elements embodied in the expression of conventional symptoms, the determinants of which we need to understand and the consequences of which appear to be of potential importance. From previous research and the findings so far presented here, there seems reason to argue that the construct of social support warrants separate consideration within theory and separate attention within measurement and research efforts. (Turner, 1981:361)
Turner (1981) raises a number of questions relating to the nature of future research. He believes, for example, that it is most crucial to understand the degree of fit between access to (or in the discussion above - knowledge and awareness of) and utilisation of social networks on the one hand, and the experience of social support on the other.

Silberfeld (1978) found evidence for the moderation of psychological symptoms by the presence of social supports. He found, for example, that psychiatric patients tended to have a more impoverished social networks, particularly among other family members and relatives both in terms of numbers of contacts and the amount of time, or intensity of contact. Williams and her colleagues, using postal survey techniques conducted a longitudinal study of well over 2000 people which looked at the relationship between life events, social support and mental health. They concluded that:

1. Social supports predict improvements in mental health over time;

2. Life events and physical limitations predict a deterioration in mental health over time;

3. The negative effects of life events and physical limitations on mental health do not vary according to the amount of social support,

4. And differences in measurement strategies for life events and social supports produce some variance in results, but not in conclusions about whether effects on mental health are additive or interactive. (Williams et al., 1981:324)

What is impressive, as Cobb suggests, is despite the apparentcrudity and ad hoc nature of many of the scales attempting to measure social support, there appears to be a consistent link between social support and good mental health.
4.22 A Model of Social Support

Individuals leaving the ADF will differ in their approach to their discharge from the ADF. Whilst the stimulus or trigger, the date of discharge, is the same for all, the meaning of that event and the ensuing transition will differ among men, and probably within the same man under differing circumstances and timing. What we needed to know is, which environmental resources were utilised and those which were not, in response to his situation. It is, therefore, important to discover which resources had salience for him (ie. within his knowledge); and the manner in which they were used over the transition period.

The individual has a universe of potential resources available to him, somewhat akin to an individual's genotype. The expression of behaviour is a function of the subset of the environmental resources which occur in his psychological life space, or in Lewin's terms those which are encompassed within his psychological hull. The individual, it is argued, then, chooses those resources, he thinks, are likely to be of assistance. This may be an intentional act, or an act out of awareness, but as he is a co-producer of his own environment, he chooses those elements in the environment he 'intends' responding to (cf. Kahneman, 1973 and Featherman and Lerner, 1986).

The 'universe' of resources, for this research, was identified through a variety of techniques including interviews with members and ex-members of the ADF; 'brain-storming', group discussions. What we needed to discover, then, was whether or not a particular resource was considered; whether it was used, and the extent of the resources' usefulness.
Items D-1 to D-47 reflect this strategy, and in line with Cobb's notions, items D-48 to D-59 were concerned with discovering to what extent the most useful resources were utilised and the nature of received help and information. We tried to establish whether or not the help received, was perceived to reflect emotional support; information, only; or/and advice and practical help.

Items D-60, D-61 and D-62 were concerned to discover how the most important resources were used in terms of their frequency, intensity and duration. Items D-63 to D-70 attempted to discover whether, as a result of the multifaceted approach to the transition, there was a differential utilisation of resources depending upon the perceived needs of the ex-member and his family.

The second approach to eliciting information about community resources focussed more directly on associations belonged to by respondents within the community, in the belief that membership of associations and involvement in community (including school, etc.) affairs assists in the locking of an individual into a network of potential support; provides a source of identity, and may allow the development of 'stability zones' when other parts and aspects of his environment or life space are undergoing rapid change. This kind of support fits in with Cobb's notion of being part of a larger whole, of belonging, of having a part in some organisation which has an ongoing history. Items D-71 to D-83 epitomise this method of measuring social support.

Because of the large number of variables, factor analysis was used as a data reduction technique, and for the discovery of underlying structures. Eleven factors were obtained (accounting for over 55% of total extracted variance).
These factors or indices of social support include spouse or partner (item D-15). The index 'RelS' includes the use of relatives, friends and neighbours. Support from new employers (Newemp) is thought to be crucial in facilitating the ex-serviceman into new work roles. Where there is support, it would be expected that this would ease transition difficulties.

The 'old boy' network and contact with former colleagues (ADF), Resettlement Seminars (RS) and PDRT (Pre Discharge Resettlement Training, and other training programmes) are three indices of the kind of support offered by the ADF, either formally or informally to those about to be discharged.

Bank managers, investment advisors, and legal advisors are covered by the two indices - loans, and invest. These are thought to be particularly important because of the investment and other financial decisions that those with twenty or more years service have to make.

Other support from helping professionals in and out of the churches is covered by the index - Church. The support offered by Returned Services organisations is quite distinct from that of Church and welfare agencies. It is identified as RSL.

The Commonwealth Employment Agency and other employment agencies are expected to offer a quality service to any body seeking assistance in obtaining employment. These appear under the rubric - CES.

The use of books, library facilities and other means of obtaining factual information is measured by the use of the Books index.
4.23 Hypotheses
Some of the hypotheses to be tested as a result of the discussion in this section will include:

1. The greater the degree of social support the shorter the duration of the transition, the lesser the intensity of the transition and the greater the degree of comfort in civilian roles.

2. The greater the degree of social support, the less likely would intentional changes and life's events impact on the intensity of the transition, its duration and degree of felt comfort in civilian roles.

3. The greater the community involvement before the transition, the longer the time to complete transition tasks, and the greater its intensity and discomfort in civilian roles.

4. The greater the community involvement after the transition, the shorter the time to complete transition tasks, the lesser is the intensity of the transition, and a greater degree of comfort in civilian roles.

Section 4

4.24 Personality Variables
This section focusses on aspects of individual functioning. For, it is the individual person who has to adapt, to change, to modify and to fit in, and who has, in a very real sense, to give up the old and move to re-forming his future. It will commence with an analysis of the reasons given by respondents for leaving the ADF when they did.

The second set of variables examined in the chapter relate to the physical and psychological health of respondents, and the relationship these have with the dependent variables.
Lieberman and Adams both point out that the greater the degree of life space change, the greater are the demands on the adaptive and coping abilities of the individual. The coping abilities of respondents constitute the third set of personality variables to be investigated. This section, therefore, utilises instruments which attempt to identify the nature of an individual's coping style, in addition to measuring the respondents' locus of control. The expectation is that those who tend to have a more internal locus of control, and those who demonstrate proactive coping strategies will tend to complete the transition tasks earlier than those who tend to be more externally orientated and those who tend to cope by wishful thinking, and the more passive ways of responding to the transition process.

Crucial to any success in coping and in utilising the transition experience is the individual's self concept, and image that he has of himself. Also included in this section therefore, is an exploration of the association between self esteem and self image on the dependent and other variables. The research instruments include a well known measure of self esteem, and a semantic differential to measure respondents views of themselves.

4.25 Reasons for Leaving the ADF
Some of the reasons why personnel sought discharge from the ADF when they did were mentioned in an earlier chapter. These comments were gleaned from responses to items A-15 and A-16. Responses to A-15 reflect a concern for what was hoped for in civilian life - stability; living in one's own home; being one's own boss; responding to children's educational needs. These concerns were reiterated in the more 'objective' terms as responses to items E-1 to E-19 - items seeking the reasons why respondents decided to leave the ADF when they did.
The instrument used in this research is similar to that currently being used by the ADF. The ADF instrument was originally derived from the content analysis of a pilot survey of RAAF officers with more than 20 years service. They were asked open-ended questions calling for an essay/narrative type input on the topic of possible reasons for officer retention and resignation. The questionnaire was then administered to 650 officers in June 1980. Results seemed to suggest that a stable home location and family educational needs were factors likely to be important in service-separation decisions. The instrument has had wide use, and has undoubted validity.

In other work within the ADF, Salas (1984) describes some of the demographic and other characteristics of a sample of 212 officers who had indicated their desire to resign from the Royal Australian Navy. Data was collected from prospective resignees during the period 1981 to early 1984.

He also asserts that the major reasons given by these officers as influential in their decision to resign were the prospects of future unattractive postings and a desire to live in one location - "The subscription to these was widespread and intense". The Salas study is part of an ongoing study into retention and wastage in the armed forces in conjunction with four other nations - USA., NZ., UK., and Canada.

The data collected was subjected to a Principal Axes Factor analysis, and rotated to a Varimax solution. Four factors emerged accounting for some 52% of the total extracted variance. With the elimination of low loading items (eg.E-5,6,10) the total extracted variance was 57.1%). The four factors suggest that there may be both a push and pull component to resignation from the forces. The four factor
scales (mean alpha coefficients .75) focussed on the need for stability (items E-1, 2, 3, 14, 15; Stable); the need for a change (items E-9, 13, 16, 18, and 19; Change), both very positive reasons for resigning, and dissatisfaction with the Services (E-8, 11, 12, 17; Dissat) and the unattractiveness of the possible future by staying within the ADF (items 4, 7; Future).

The findings which emerge from this research are certainly consistent with earlier findings. This support gives increased and increasing confidence in both validity of the results and of the instrument. This claim is strengthened because of our work in this research. The officers and men who completed the 'reasons for leaving' items had actually left the ADF, whereas normally it is those who are about to resign from the ADF who are asked to voluntarily complete the Resignation Questionnaire. The consistency of findings from those who have left with those about to leave testifies adds to the instrument's credibility and validity. No reliability data is presented by Salas.

4.26 General Health Questionnaire

Included in the questionnaire was the shortened form of the General Health Questionnaire - GHQ - (Goldberg, 1972; 1978) an instrument utilised widely in Australia (eg. Australian Bureau of Statistics (1982), and the National Heart Foundation of Australia (1980)). According to Goodchild and Duncan-Jones (1985) it has been tested and validated in a number of cultures and languages (citing, for example, Harding, 1976; Munoz et al., 1978; and Chan and Chan, 1983). The instrument has been closely examined and its scoring procedures refined by researchers at the Australian National University (eg. Goodchild and Duncan-Jones 1985) who suggest that the GHQ is quite possibly the best instrument of its kind available.
The shortened version of the GHQ consists of 6 positive items tending to reflect normal or healthy activities, and 6 items which are negative and tend to describe distress or pathology.

Certainly, the factor analyses carried out, (on this data N=942), regardless of the nature of the means of scoring the instrument, consistently revealed two factors accounting for 54.3% of extracted variance for Likert-type scoring of items; 53.8% for the traditional dichotomous scoring of the GHQ, and only 48.7% for the CGHQ (the refined method of scoring developed by Goodchild and Duncan-Jones). In this research the positive items formed the "useful" scale and the negative items the "strain" scale, (internal consistency alphas are quite satisfactory - .79 and .84 respectively) and in general, the scores on the 'strain' scale were better indicators of 'pathology', in much the same way that negative life events tend to be better predictors of stress. There was no evidence that the Likert-scale approach to scoring the GHQ was any less effective than the other possibilities cited by Goodchild and Duncan-Jones (1985).

4.27 Physical Health of Respondents

Included in the Transition to Civilian Life questionnaire were a series of questions (items E-59 to E-74) relating to physical health and 'health events' over the five years prior to the date at which the questionnaire was completed. For most of the respondents this would include both some time spent within the ADF and time as a civilian. It was hoped to discover whether or not the men had perceived a change in their health status over time, and for example, whether they had made changes in their level of physical activity, amount of smoking and degree of fitness. The inclusion of these items was prompted by the desire on the part of the researcher to obtain
'physiological-type' data which would corroborate the responses from the more psychological data (e.g. GHQ; self esteem, and other indices of strain). A number of the items were chosen because of their recognised psychosomatic nature, and others, because of their possible relationship to well-being (e.g. items relating to smoking, drinking, weight gain and loss).

Mechanic (1980) quite rightly cautions against an over-heavy reliance on conclusions based on retrospective data, for he recognises that over time faulty memory and subsequent life events may bias reporting. He makes the following comments, (Mechanic 1980:154) linking, inter alia, smoking, drinking and not exercising to physical health:

... it is worth remarking that a variety of types of behaviour relevant to health (such as smoking, drinking, and not exercising) were associated with reporting common physical symptoms. One possibility is that poor-health behaviours either increase unpleasant sensations or susceptibility to common illnesses, or may be a response to unpleasant or uncomfortable feelings. For example, persons feeling sluggish or lacking energy might be less motivated to exercise, and smoking or drinking may be a means of reducing anxiety or other discomforting states. Conversely, smoking, drinking and lack of exercise may focus more attention on unpleasant bodily sensations, resulting in more bodily monitoring and more awareness of discomfort. This is all highly speculative, but suggestive of needed further investigation.

This research, because of the nature of the questions asked, is unable to shed light on the direction of causality implicit in the latter half of the statement above. However, it should be possible to set out the relationship between the health related behaviours and illnesses and their relationship to scores on the GHQ sub-scales and to the major transition variables.
One omission in the Lieberman model of transition, is the failure to allocate 'space' within the model for the health status of the individual. Yet, it seems to the researcher that if an individual is coping with the debilitating effects of poor health, or recovering from major surgery, disease or injury, then the capacity for handling the transition process may be limited. Hence, those respondents who manifest poor health, it would be expected, ought to take longer to complete transition task requirements. Being ill is stressful for many individuals, - indeed it can accentuate the stress - because it can involve threats to life, physical well-being, self image and self esteem, beliefs, social functioning and emotional equilibrium (Cohen and Lazarus, 1979).

There is also the reciprocal effect. Transitions, regardless of their nature represent a disruption in an individual's routine - a disruption of equilibrium. Transitions are, according to Adam's (1976) stress or strain inducing, and chronic or prolonged strain can cause or heighten the effects of a vast array of diseases (McQuade and Aikman, 1974). Dohrenwend and Dohrenwend (1981) have summarised a number of studies which focussed on the association of life events and physical illness. The studies tend to show that the greater the number of events, the greater is likelihood of physical illness. Jacobson (1983) cites a number of studies undertaken by Rahe in which he applied his version of the life events scale to resident physicians (Rahe, 1969), a large group of Navy men (Rahe, et al., 1970), survivors of myocardial infection and victims of sudden coronary death (Rahe, et al., 1973). In all cases there was an association of life changes and illness.

Adams et al. (1976), for example, quote studies which suggest that certain 'personality' types are pre-disposed to certain health risks - eg ulcer patients tend to repress a great deal
of anger; tend to be active go-getters and tend to get into marital problems quite readily (Wolf, 1965). Cancer patients tend to be lonely, and frequently exhibit deep seated melancholy, with the cancer onset occurring after the termination or disruption to a crucial relationship (LeShan, 1966). Arthritic patients tend to be domineering, and yet shy at the same time. They express their feelings in aggressive actions. Adams et al. suggest that many athletes fit this category, particularly as they get older (Brooke, 1966). Very active people tend to be coronary risks (Friedman and Rosenman, 1974) and the Type A (Jenkins, 1976) individual tends to be aggressive, hard-working, alert, impatient and chronically hurried. They are competitive and ambitious (Chesney and Rosenman, 1980). The possibility of linkages between 'illness behaviour' and personality has some substance, and these may be indirect influences on the time to complete the transition tasks, and may be reflected in a 'syndrome' of inter-related components which has a more direct impact on the dependent variables.

Not only then ought there to appear a positive relationship between some of the health variables and the sub-scales of the GHQ, but we would expect that life events and intentional changes may also be associated with physical illness, and may be mediated by social support. Furthermore, it would be expected that those who perceive their discharge from the ADF in terms of severe loss (Missadf scale) would also tend to manifest greater degrees of physical illness. It would also be expected that an increased incidence of smoking, weight increases and decline in physical activity, and a decline in general level of happiness would be related to the increased duration of the transition experience, greater discomfort in present job and as a civilian, and a greater intensity of the transition experience.
4.28 Appraisal and Coping:
The Ways of Coping is a 68-item checklist containing a wide range of thoughts and actions that individuals use to deal with taxing events. It is a process measure designed to elicit information about the strategies an individual uses to deal with a specific stressful encounter. It seemed ideal for the purposes of this research and was therefore included in the questionnaire booklet. Items A-69 to A-136 comprise this scale within the questionnaire booklet. The scoring procedure was changed from a dichotomous Yes/No to a five point Likert-type scale for two reasons. One was for consistency of scoring within the questionnaire, and the other was the belief that a wider range of responses was possible (and desirable) to these coping scale questions. Furthermore, categories could be collapsed if required in order to emulate the original format of the checklist.

The checklist approach fits in theoretically with the broad based phenomenological approach apparent in the work of Adams et al; and Lewin focussing as it does on the individual's perception or appraisal of the transition to civilian life. The checklist was developed by a group working with Richard Lazarus at UCLA, and was utilised by Folkman in her dissertation, (Folkman, 1979; see also, Folkman and Lazarus, 1980) and originally comprised two scales an E-scale and a P-scale. In the rationale for the scale, it was argued that:

coping consists of the cognitive and behavioural efforts made to master, minimize tolerate or reduce internal and environmental demands and the conflicts among them. Such coping efforts serve to main functions: the alteration of the ongoing person-environment relationship (problem-focussed coping) and the regulation of stressful emotions (emotion-focussed coping). Problem-focussed coping refers to cognitive and behavioural efforts to
deal with the source of stress either by changing one's own behaviour, by changing environmental conditions or both. Emotion-focused coping refers to cognitive and behavioural efforts to reduce or tolerate emotional distress. (Ways of Coping Checklist, p. nd)

In Lazarus' thinking, therefore, stress engendered by life events and transitions is not a state of the individual or a property of the environment, but a function of the interrelationship between the two. Coping is the means by which the individual attacks the problem. The belief originally was that coping would tend to be pre-eminently problem or task orientated or emotion-focused. Emotion and problem-solving are two inextricably intertwined processes. Thus it was not surprising that Aldwin, (Aldwin et al. 1980), one of Folkman's colleagues, found that the scale needed revision.

There was no empirical justification for two broad scales based on factor analyses of the responses of this group of men making their transition to civilian life. In a large scale factor analysis, using all 68 items we obtained 17 factors with an eigenvalue exceeding unity, and four only with eigenvalues in excess of 2.0. After a thorough exploration of the items using both Likert scoring and the scoring pattern where only 'agree' and 'strongly agree' items were scored, (in line with the scoring procedures in the original scale), five scales with acceptable alpha coefficients were derived empirically (mean alpha=.77 range .67 - .85). Twenty-three items made up the five scales and when factored accounted for 54.8% of the extracted variance. The items were tested with both a 50% and 25% random samples of the total respondents and seemed to be consistent.

In our analyses of the items five scales were derived - Growth, Advice, Effort, Avoidance, Fantasy and showed some similarity
to Aldwin's scales. Aldwin's scales, based on a Principal Axes analysis (Varimax rotation), and utilising a rather severe eigenvalue criterion of 2.0 were as follows.

1) Problem-focused - equivalent to the Effort scale in this research;

2) Wishful Thinking, a scale akin to the Avoidance scale;

3) Mixed - a scale which included items present in our Fantasy scale;

4) Growth - very similar to the Growth scale derived in this study;

5) Minimises Threat - which includes 'rather stoic strategies, such as making light of the situation, joking about it, refusing to let it get at you.' There appeared to be no similar scale in this study.

6) Seeks Emotional Support - talking to others and accepting sympathy - somewhat akin to our Advice scale, perhaps.

7) Blamed Self - These people, according to Aldwin blamed themselves for the situation they found themselves in.

The five coping scales obtained in this research were then factored. The Fantasy and Avoidance scales formed one factor, and the other three a second factor. These two factors remained independent of each other even when other variables and scales were added, and independent of the other variables. This suggests that the two factors are indeed measuring two aspects of coping. The Fantasy and Avoidance sub-scales may reflect the theoretically conceived emotional component, and the other three sub-scales represent the problem-solving component. Certainly, the Growth-Effort-Advice sub scales seem to represent a positive active (proactive? cf. Boshier, 1986) approach to the transition to civilian life, whereas, there is a strong negative, possibly passive approach to the transition
epitomised by the Fantasy and Avoidance scales. It would be expected for example, that high scorers on the three positive scales would tend to be "internals" and the high scorers on the other two scales "externals" in terms of the Rotter Internal Locus of Control Scale.

4.29 Rotter's Locus of Control

Individuals who score towards the internal end of the internal-external continuum are those individuals who believe that they can actively control their fate, whereas externals are those who attribute the course of their lives to fate, chance or other causes beyond their control. Rotter (1975) argues that these are 'generalised expectancies'. Individuals, he believes, tend to use characteristic ways of engaging with the environment. In a discussion of the construct, Rotter (1975) argues that the more novel or ambiguous the situation in which the individual finds himself, the more likely it is that the generalised expectancies will increase, and specific expectancies will decrease. In other words, in situations where 'the what to do' is ambiguous, the more the individual will tend to fall back on traditional, or previously learned ways of coping with situations in general.

Husaini and Neff (1981) examined the relationship between social class, life events, manner of coping and depressive symptoms. They wondered whether there was any support for the Liem and Liem (1978) suggestion that social class differences in symptomatology may arise from differential coping abilities or styles, rather than from the differential prevalence of life events per se. They argued for the use of Rotter's Locus of Control scale as a measure of coping by citing evidence that internally oriented persons may be better able to respond adaptively to environmental stressors than externally orientated individuals. For example, externals are more likely
to respond more 'emotively' and to use less 'problem orientated' coping mechanisms to life events (eg. Anderson, 1977; Kilman et al., 1978; Phares, 1973 and 1976). There is also a suggestion that internals are psychologically more robust and manifest fewer psychosomatic symptoms (eg. Hersch and Scheibe, 1967; Little, 1976).

Kobasa (1985) has for some time been concerned with the notion of 'hardiness'. It is a focus on those who are subjected to heavy stress levels yet who do not become 'sick'. She points out that 'hardy' persons are considered to possess three general characteristics:

(a) the belief that they can control or influence the events of their experience;

(b) an ability to feel deeply involved in or committed to the activities of their lives, and

(c) the anticipation of change as an exciting challenge to further development.

She found a consistent but weak relationship between stress and illness ($r=.24; p <.024$). She also found that high-stress/low-illness executives tend to be more in control (more internal on the Rotter Locus of Control scale); their sense of commitment and lack of alienation from self was greater than high-stress/high-illness executives; and they had both a greater sense of vigour as opposed to vegetativeness, and a stronger feeling of meaningfulness as opposed to nihilism.

In our study, it would be expected that greater internality as measured by the Rotter scale would be linked in general terms with a shorter time to transition, a greater feeling of responsibility for the transition experience (A-157), and a greater feeling of control over the transition (A-146). High
internality, if Kobasa is correct, should be associated with higher self esteem, and greater degree of comfort in present roles at work and as a civilian. Furthermore, if the 'hardiness' concept is to receive support, higher internality should be associated with low 'strain' (chronicity) scores, but not necessarily with low 'useful' (transient) scores on the GHQ.

There is support then for the notion that locus of control may be associated with the ways in which individual's cope with stress. Blaney (1985) suggests also that his review of the literature supports the view that on balance, though not conclusively so, there is something in the claim that internality does in fact serve as a stress buffer.

4.30 Self Esteem and Self Image Variables:

Kaufman (1982) in his study of professionals in search of work points to an interplay, if not to a close relationship between locus of control and self esteem, and other variables. He asserts that the drastic reduction in status and prestige following job loss and the failure to find work would be expected to affect the individual's self esteem. He believes that feeling of failure associated with job loss among professionals, combined with a belief or feeling of not being in control may precipitate conditions leading to that absolute negation of self, suicide.

The evidence appears to be that a loss of self esteem, given its centrality to overall career development (eg. Super, 1963; 1970), may lead to inappropriate job search strategies and poor re-employment decisions. These people, Kaufman suggests 'are prime candidates for psychological assistance', and it may have implications for physical health as well. Job loss, notwithstanding successful re-employment, may according to
Kaufman, result in a loss of self esteem. However, obviously, the more successful the re-employment experience, the greater the likelihood of adjustment.

By and large, the men who responded to the questionnaire voluntarily made the decision to leave the ADF. They were not pushed out, in the sense that they had to get out at the time they did. Lurking, however, in the minds of most of the discharges is the fact that at some point in time, their time for retirement would arrive, and at that point - the age for retirement - they would be required to leave the ADF. So men tended to choose to get out, exercising some control over the process, usually well in advance of their pre-determined 'age for retirement'. The comments of Kaufman above may not be directly relevant to the situation our respondents were in. But, if there is support for Kaufman's ideas, then, it would tend to be indirect support. For example, those with lower self esteem may take longer to complete transition tasks; have a lower sense of control over events; experience greater transient stress; and possibly exhibit a greater degree of chronic psychological ill-health.

Items A-59 to A-68 comprise the Rosenberg (1965) self esteem scale, which is designed to measure attitudes towards the self along a favourable to unfavourable dimension. Self-esteem, according to Rosenberg means that an individual respects himself, considers himself worthy, recognises his limitations and expects over time to grow and improve. It does not mean that the individual considers that he is better than others, but he definitely does not consider himself to be worse than others. Rosenberg developed an empirical approach to the scoring of the scale, but this is extremely complex. Our approach has been to consider the items as Likert-type items and as internal consistency measures are more than satisfactory.
this suggests that the items can be added and thus comprise a more than useful scale. Robinson and Shower (1969) state that where a 'short and general index of self esteem is required, this scale is recommended' (1969: 99).

In addition, to the Rosenberg scale, items C-96 to C-121 are semantic differential-type items which allow the individual to make judgements of himself over a wide range of adjectives. Three usable scales emerged from a factor analysis of the items, along similar lines to those obtained by Osgood et al. 1957 (eg strength or potency; pleasant or evaluative; capable or active and competent). High scores on these scales should obviously be related to high self esteem.

4.31 Hypotheses
Specific hypotheses to be examined as a result of the discussion in this section of the chapter include:

1. The poorer the mental health of the respondent at the time of the collection of the data, the lower the self esteem, the poorer the self image, the longer the time to complete transition tasks, the greater the experienced intensity of the transition, and the greater the discomfort in civilian roles.

2. The greater the ability to be flexible and to compromise, the lesser the duration and intensity of the transition, and the greater the degree of comfort in civilian roles.

3. The greater the use of 'growth' coping strategies (Growth, Advice, Effort), the lesser the duration and intensity of the transition and the greater the degree of comfort in civilian roles.

4. The greater the use of 'negative' coping strategies (Fantasy, Avoid), the longer the duration of the transition, the greater its intensity, and the lesser the degree of comfort in civilian roles.
5. Level of self esteem will be a function of time from discharge.

6. The 'pull' reasons for leaving the ADF (Stable, Change) will be associated with a shorter time to complete the transition tasks, a reduced intensity of transition and greater comfort in civilian roles.

7. The 'push' reasons for leaving the ADF (Dissat, Future) will be associated with a shorter time to complete transition tasks, a reduced intensity of transition experience and an increased degree of comfort in civilian roles.

8. The greater the internality of Locus of Control the shorter the time to complete transition tasks, a reduced intensity of the transition and increased degree of comfort in civilian roles.

Section 5

4.32 Work as a Civilian - Introduction

The work environment can be conceptualised as a stimulus to which one is exposed over a period of time, and as such there is a strong likelihood that the work environment has a pervasive and cumulative effect on human development. The work environment or the context in which the worker inhabits, determines to a surprising extent what the individuals perceive and consequently what they become (cf. Bertaux, 1982).

One of the most important factors to emerge from the thesis is that success in obtaining congenial employment in the civilian environment, and hence having a relatively quick and easy transition overall, is the acceptance by civilian employers of the qualifications, experience and expertise gained in the ADF. The more realistic the individual is in the assessment of the qualities and qualifications he can offer civilian employers, the more likely was it that he would have an easier and quicker transition.
Approaches to Career Development

Ginzberg et al. (1951) were among the first vocational theorists to present a developmental framework descriptive of the processes of career and vocational development over the life span of the individual (male). They originally perceived the process as being irreversible, and that occupational choice is generally a compromise between personal desires and actual possibilities. Two decades later, Ginsberg modified his stance somewhat (Ginsberg, 1972) by suggesting that occupational choice is a lifelong process of decision making in which the individual is (ever) seeking to make or find an optimal fit between career preparation and goals, and the realities of the world of work. Individuals in the ADF, then, tend within the parameters of service life to seek to optimise the fit between their own needs, including that of their family, and the needs of the ADF. The ADF, by its very nature is ever seeking to enhance the skills of its members, and opportunities exist for a continual, if not continuous upgrading of personal skills, transfers between skills areas, and the exercise of leadership skills at a number of differing levels in a variety of settings (cf. Brim and Wheeler, 1966).

Jans (1985) outlines some of the determinants of career adjustment within the ADF, and poignantly quotes extracts from officers who are caught in the conflict between meeting personal career and family needs (p.76). The problem is however, that the rules which operate within the ADF are not the same as those which operate in civilian life or in the civilian workforce. The failure to complete transition tasks quickly may be a function of the different games, and the rules that underpin them, played in the ADF and outside. Whilst Ginsberg did concede that his earlier notions of career irreversibility may have been too strong, there is a very real sense that an individual cannot turn his back on his past, and
in that sense, Ginsberg is correct. Who we are now and the decisions that are made in a particular point in time, are inevitably a function of one's history, as Elder (1981) has pointed out.

The quest for a partially new identity; the search for a new job within a different kind of environment largely recapitulates the demands made on adolescents (cf. Logan 1986).

In order for the new to be able to develop, there has to be a giving up of the old, a letting go, a process which Osherson (1980) believes involves the experience of loss and the process of grieving. Our data shows that loss is certainly a main feature of the departure from the ADF. The more intense the loss, the greater the time required to complete the transition tasks. The processes of mourning and grieving may impede the finding of suitable employment, because, of the continuous process of comparing the old with the new and finding the new wanting. Osherson, however, believes that the experience of loss and the process of grieving may have long term beneficial effects.

Nearly 71% of the sample opted to be employed, with approximately 18% choosing to work in their own business, and nearly 11%, at the time of completion of the questionnaire were not involved in the workforce, per se and were retired, unemployed, or involved in further education, and so on, for example we received one questionnaire booklet from an ex-serviceman who was cruising in the Indian Ocean in his yacht!

It is not known how many of the 11% who are not in the workforce, would prefer to be working. A number of respondents indicated that they had chosen to do further study in order to
move into a new career area; some of those unemployed want to work. Some of those who retired, did so because of the unavailability of work in the place of their 'retirement'.

Those who remain as employees may make job role changes in two directions. They may first of all opt for the same career area. They may have aspirations to better themselves (to obtain promotion, or to enter the new job at a level higher than the ADF equivalent) within their specified career area. The second direction may be to change into a completely different career area altogether. Aspirations in this kind of job role change tend to be more concerned with making an appropriate transition rather than necessarily rising within an hierarchy.

The radical change, ostensibly marked by becoming self-employed, may indeed be less of change, particularly if the work content is similar. For example, one naval person interviewed indicated that he had been working at his trade within the navy for a number of years. As time came closer for discharge, a great deal of his energy, after work and at weekends was devoted to practising his trade 'on his own account'. So that when he was eventually discharged from his naval career, he expanded his already pre-established 'private practice'.

Some of the complexity of career transitions can be gauged from a descriptive paper by Louis (1980) who suggests that career changers are faced with differences in roles, role settings and role orientations. She argues that the greater the difference between the old role and its context, and the new role and its context, the greater the duration of the transition, and the more the transitioner has potentially to cope with, regardless she adds, whether the change was anticipated/and or desirable.
In a previous paper, she distinguished three kinds of career transition (Louis, 1979) – changes; contrasts and surprises. Changes are those observable features that are different. For most of the men in this research, the most obvious change in Louis' terms, is that wearing, continually of civilian garb; the disappearance of the need to defer to superiors by the use of the word 'sir', and so on.

The second category of difference – contrasts – she considers are those differences which are noticed by the individual, at a personal level. This is, as it were the personal map, or life space which the individual occupies as his own, and it is their recognition of the differences between the new and the old that counts. Contrasts are not anticipatable. Surprises, she believes, represent both a set of differences and the affective response to those differences. Surprise encompasses the transitioner's reactions to contrasts and changes, and therefore, Louis reasons, constitutes the major element with which the individual actually copes.

She describes five 'inter-role' and four 'intra-role' transitions. Inter-role transitions occur as individuals move from school to work; from organisation to organisation; change professions and so on. All of our respondents could be described as being involved in inter-role transitions. Intra-role transitions are defined by a change in the individual's relationship to a role already held; a re-definition of the situation which is proactive, for example, when a workaholic decides that enough is enough and that instead of working 70 hours a week, they will reduce it to 40 hours per week. There is also a passive change which may come about as a result, for instance in a diminunition of previous enthusiasm. Factors, and changes outside the work role can impinge on the previously defined work role, and can modify it – marriage, birth of a
child and so on. Therefore, any circumstance which affects an already held work role comes under the rubric of intra-role transition. All the transitions require some coping efforts on the part of the individual making the transition.

Most of our respondents are undergoing inter-role transitions, a change of career, and at the same time undergoing, perhaps as a consequence of the career change, changes of an intra-role nature in other parts of their life space. The result is that whilst the arguably the most important aspect of the total transition is the inter-role work transition, our respondents to a greater or lesser extent are undergoing other transitions at the same time which impact on each other, and change the nature of the task being undertaken almost continuously.

4.33 Comparison of ADF and Civilian Working Conditions

The questionnaire included a number of items which had their genesis in the Super's (1956) Work Values Inventory (items C-26 to C-47). Only major items from the inventory were included, for two main reasons. First of all, it was thought inappropriate that all 45 items be included in the questionnaire because of space and completion-time constraints. And secondly, the items from the Inventory were used only as a vehicle for respondents to make a comparison of conditions within the ADF and their civilian occupation, by making judgements about the comparative advantage of one over the other.

The mid point of items C-26 to C-50 is a lack of a perceived difference between military and civilian positions. The lower the score (<4) the more the respondents favoured job qualities in the ADF, and the higher the score (>4), the tendency was to favour civilian working conditions.
Four factors with eigenvalues in excess of unity emerged from a Principal Axes extraction accounting for some 57.7% of the total variance. Factor 1 is suggestive of 'self-employment', freedom and autonomy, and of being responsible and accountable to oneself. The term 'autonomy' characterises this factor. Factor 3 appears to focus on the qualities of the job and working conditions, and a concern for the development of a professional career, salary, security and promotion. Factor 4 tends to have more of a working lifestyle focus, whereas factor 2 seems paradoxically to be concerned with the quality of relationships inherent in work situations. Paradoxically because, the factor reveals a need for order and a lack of ambiguity in work tasks, knowing where one is in the hierarchy, and yet is concerned with friendships, peer support, helping others and working with people and not things. Factors 1 and 4 have item-means which significantly favour civilian work, and no item-means favouring work qualities within the ADF. The reverse is true for factors 2 and 3 which have no item-means favouring civilian working conditions but do have item-means of job qualities favouring the ADF. The alphas for these 'factor scales' are extremely high (mean .86 range .92 to .77).

Items C-18 and C-23 summarise the values that respondents put on the most favoured positions held in the ADF in the five years prior to discharge and in civilian life. The difference 'scores' between these two items give an indication of overall preference. The difference scores (Diff) give additional support to the comments above.

4.34 Barriers to obtaining employment
One of the concerns expressed by ex-servicemen has been that the experience and qualifications gained in the ADF are generally not recognised by civilian employers or employing authorities. This concern has been a long standing one, and as
a result of representations from the Minister of Defence, an
Interdepartmental Working Party was established in January 1984...

to examine and report on civilian recognition of Defence Force education, training and experience and how such recognition could be facilitated and improved.

The final report of this Interdepartmental Working Party was published March, 1985. The conclusions of the report indicated that:

On the basis of the evidence available to it... there are some instances where members of the Defence Force experience difficulty in obtaining civilian recognition of their training and experience.

Contained within the report was a submission from the Army Office, Department of Defence, which suggested that the Working party had not fully addressed its terms of reference, in that

It has not been able to quantify the extent of the difficulties being encountered by ex-servicemen seeking to obtain formal recognition of their Service qualifications in education, training and experience for their subsequent use in civilian employment. (Appendix A to the Report).

The crucial problem facing the Working party was a lack of data. Independent of the Working Party, this researcher was already aware of some of the concerns in the area, and had contacted the Defence Department section concerned with the civilian recognition of trade and technical qualifications, and offered them the possibility of the inclusion of a number of questions within the questionnaire that might tap this area. As a result of this contact, questions C-72 to C-90 were formulated. Rather than point to the possibility that ex-
servicemen were indeed having difficulties in obtaining civilian recognition for Service qualifications and experience, the format of the questions also included the possibility that Service qualifications and experience were indeed recognised by civilian authorities and as a result, the service experience was a valuable help, rather than a hindrance in obtaining suitable civilian employment.

In the United Kingdom, a committee under the chairmanship of an Air Vice Marshal (Alex Maisner) was established in March 1983 in response and other concerns about increasing difficulties officers and other ranks from the armed forces and police were encountering in obtaining suitable employment in a time of generally high unemployment. The main objective of the Maisner Committee is to help ensure that men and women resettling after a career in the Services are as well prepared as possible to seek, find, and secure appropriate, satisfying civilian employment.

As a starting point for a long term research programme, the Committee decided to look at the attitudes of personnel managers towards the ex-service job seeker. Similar research has been undertaken here in Australia by the Resettlement Branch of the ADF, primarily prompted by this research.

Questions C-72 to C-88 were concerned with factors which may have either been helpful or a hindrance in the ex-serviceman's search for suitable employment in the civilian environment.

4.35 Occupational Area and Aspirations
Items C-61, C-62 are concerned with establishing the occupational level at which respondents saw themselves seeking in the civilian environment, and the level actually obtained. These two questions in tandem give an idea of the ideal as
against the actual, and in conjunction with a content analysis of questions relating to qualifications and experience in the ADF leads to an understanding of the degree of realism of their hopes. The argument is of course, that where men are unrealistic in their aspirations, then there will tend to be a lowering of self esteem and a prolonging of the transition process and so on as their hopes and aspirations are continually frustrated.

In addition to obtaining information about hopes and expectations of the level at which respondents wanted to enter the civilian workforce, and whether this was working for self or for others, information was also sought on the occupational area men wanted to work in (items C-64, C-65). The career area has been a significant focus of much vocational guidance work for a long time (e.g. Kuder, Rothwell-Miller and to some extent Holland and Strong). The career areas in Section C of the booklet parallel, with modifications those from the Rothwell-Miller Interest Blank.

4.36 How well do they do?
One of the key elements in Defence Department resettlement philosophy is that men and women leaving the ADF should not be disadvantaged within the civilian environment in terms of pay, status and prestige, etc. as a result of their serving in the ADF. Items C-67 to C-71 sought information about their level of salary-pay after discharge as a function of their salary-pay before discharge. The data shows that most respondents expected to obtain a similar salary upon discharge to the one they were earning in the ADF (C-68 mean 2.415, sd. 1.145; N=911). Their earnings in the first position obtained after discharge were less than expected (C-69 mean 2.089, sd. 1.258 N=866), but that after a while, earnings had increased beyond that hoped for prior to discharge from the ADF (C-71 mean 3.140
sd. 1.466; N=866). It is highly unlikely that these differences occurred by chance.

4.37 Family Responsibility Index

To explore this aspect further a crude family responsibility index was created incorporating marital status; numbers of dependents (children and relatives) and debt commitments. Apart from a slight relationship between level of family responsibility at time of discharge and sorting out suitable accommodation (A-142), time to complete all other transition tasks, the intensity of the transition experience, and degree of felt comfort as a civilian and as a worker; and amount of psychological distress as measured by the two sub scales of the GHQ, and employment category were independent of scores on the family responsibility index. This index was created by merely adding together the items that comprise the index, making arbitrary decisions about the responsibility for a wife, equalling that for one child and so on. This is an area that requires much more work to develop indices of family responsibility which could then be utilised in attempts to measure the degree of pressure put on people to take up employment rather than considering alternative lifestyle possibilities. It is significant, that nett indebtedness increased significantly after discharge, as was mentioned previously. What is not known is whether the income from the new job, and possibly the partner taking up work, made it possible to finance additional loans (remembering that a significant number of the respondents also receive lump sum commutation payments, often of more than $20,000), or whether it was the need to purchase new homes that prompted the need for additional finance, and hence an increased need to work.

Included in the questionnaire booklet was item A-158 which sought comment on the transition process as a whole. The
following comments reflect some of the respondents' concerns with regard to the area of employment. A number pointed out that "most of the qualifications obtained in the army do not meet the standards required in civy street", "as an ex-infantryman, I found on discharge that I had no certified skills. Skills such as man management, administrative management etc are not [sic] realised by civilian organisations".

One individual commented that civilians have "the head in the sand attitude and a lack of job knowledge and efficiency of most executives and supervisors. A good lance corporal would perform much better given 5 minutes to learn their job". The question of underuse of military men was made in the following: "employers grab ADF pers (sic) (?) for their experience and then do not use it to its extent. People on discharge should be warned of this. i.e. if you were in charge of 10-30 people in the service you will be lucky to be put in charge of 4-5 people and you have the unions to cope with as well".

The re-socialisation process for a number of respondents had been difficult, particularly in "learning to think 'civilian' has been hard, work valuation is totally reversed, i.e. you get paid for what you do, do not line up to get paid each fortnight".

4.38 Confidence In The Future
The initial questions in the questionnaire booklet were designed to identify the time frame of thinking about discharge from the first ideas about leaving the ADF, through to really firming up ideas of when was the best time to leave. Respondents were asked to indicate how sure they would be, how confident they were in their ability to cope with the five transition tasks. They were also asked to indicate how long
they believed that it would take them to complete the five transition tasks.

These are indirect measures of the perceived threat or challenge inherent in the transition to civilian life. It would be expected that in a post facto research that there would be a high correlation between estimates of time to complete the transition tasks and the actual time taken because of the likelihood of 'collusion' or 'halo effects'. As was previously argued this was not seen to be a problem because the belief was that respondents are more likely to be 'honest' post facto than if asked to give estimates a priori.

Data analysis could verify this point. It would be expected for instance, that wide discrepancies in perceptions of actual time taken with estimates of time required to complete transition tasks would be linked with higher stress levels as measured on the GHQ, lower self esteem and so on. In other words, indices within the instrument which are more or less blind to the individual can act to verify the legitimacy of these kinds of questions.

4.39 Hypotheses
These hypotheses and others to be considered in this final section include:

1. The more positively work in the ADF is viewed compared to work in civilian life, the longer the time to complete transition tasks, and the greater the discomfort as a civilian, and the greater the intensity of the transition experience.

2. Acceptance of ADF qualifications and expertise by civilian employers expedites the transition process, decreases its intensity and enhances comfort within civilian roles.
3. A failure to accept the challenges and opportunities in civilian life will be associated with the longer the time to complete transition tasks, and the greater the discomfort in civilian roles.

4. The greater the amount of preparation and planning for the transition and civilian roles, the greater the perceived use of personal talents in civilian employment the shorter and less intense is the transition, and the degree of comfort in civilian roles will be greater.

5. The greater the discrepancy between work aspirations and work actually obtained will be associated with the longer the time to complete transition tasks, and the greater intensity of the transition and the discomfort in civilian roles.

6. The greater the perceived family responsibilities at the time of the collection of the data, the longer the time to complete transition tasks, and the greater the discomfort in civilian roles, and the more intense the transition experience.

7. The greater the perceived family responsibilities at the time of considering discharge, the longer the time to complete transition tasks, and the greater the discomfort in civilian roles, and the more intense the transition experience.

8. The greater the wish for increased information at time of discharge, the longer the time to complete transition tasks, and the greater the discomfort in civilian roles.

9. The location of post-discharge home can affect transition outcomes.

10. The greater surety about what to do in civilian life will be associated with a shorter transition, a decreased intensity of the transition process and greater comfort in civilian roles.

11. The greater the discrepancy between the estimates of and actual time required to complete transition tasks, the more intense the transition and the lesser the degree of comfort in civilian roles.
There will be a number of hypotheses of a more general nature and some relating to the structural qualities of the model. These will include inter alia:

1. that there are a number of components which are largely orthogonal to each other, that is they have to be taken into consideration in any model building.

2. the more intense the transition is perceived to be, the longer the time to complete transition tasks, and the greater the discomfort in civilian roles.

3. the time to complete transition tasks will be independent of age, rank, length of service in the ADF, and branch of service, and year of discharge.

4. transitions are stressful.

5. transitions take time to complete.

6. that the time required to complete the five transition tasks: (1) settling the family and (2) self into civilian life, (3) sorting out finances, (4) finding a suitable job and (5) accommodation have separate demand characteristics.

The next chapter will present the results obtained from the data analyses and will show substantial support for all the hypotheses outlined in this chapter.
CHAPTER FIVE

Results

5.1 Introduction

This chapter presents the results of the study in line with the structure of the framework or model of transition previously constructed. The data relating to the effects of prior ADF socialisation on the dependent variables will be presented initially. This will be followed, in the second section, by the results which report on the impact of intentional change and the change generated by life events on the dependent variables.

The third set of results show the effects of social support on the time to complete transition tasks, the intensity of the transition and on the degree of comfort in civilian roles. The fourth section focusses on the data from the health and personality variables and their relationship to the dependent variables. Section Five of this chapter outlines the data comparing respondents' views of their present civilian occupation with those of their ADF position held prior to discharge from the ADF. It also presents empirical evidence to support the notion that one of the best predictors of the duration of the transition is the respondents' estimates of its likely duration.

The final section of the chapter presents a synthesis of the empirical data that preceded it. This is accomplished by the formation of item pools of independent variables which emerged in previous regression analyses for each of the dependent variables. The dependent variables are then regressed on the item pools.
5.2 Section 1: Indices of Socialisation and the Dependent Variables

5.2.1 General Comments

The Pearson Product Moment zero-order correlation coefficients express the degree of the relationship (association) between variables. Whilst the correlations expressed in the table below (Table 5:1) are relatively low, the substantial number of respondents mean that relatively low correlations will have statistical significance. Those variables with levels of probability of .01 or less will be regarded as being statistically significant. It is recognised that whilst statistical significance may be a necessary condition for substantive significance, in and of itself it may not be sufficient.

It is further acknowledged that in any set of correlations, a number of correlations will be significant as a function of 'chance' and undue attention to these may be inappropriate. For example, within the table, (5:1) 39 of the 54 correlations between the dependent variables and the variables relating to the impact of ADF socialisation, were statistically significant, 29 of which were beyond p < .001. Within the overall table, moreover, there were 48 statistically significant correlations, findings unlikely to have occurred by chance.

These findings provide substantial support for hypothesis 4.10:1 which argued that, in general, the stronger the effects of ADF socialisation tends to be associated with a longer time to complete transition tasks, a more intense transition and decreased degrees of comfort in civilian roles.
Table 5:1

Table showing Zero Order Pearson Product Moment Correlations between the Dependent Variables, Rank, Length of Service, and Year of Discharge and Indices of Socialisation.

<table>
<thead>
<tr>
<th>Indices of Socialisation</th>
<th>Satis</th>
<th>Noregret</th>
<th>Missadf</th>
<th>Feeling</th>
<th>Imposed</th>
<th>Reject</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Duration of the Transition:</strong></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>A-138 - Job</td>
<td>05</td>
<td>06</td>
<td>18**</td>
<td>11*</td>
<td>-07</td>
<td>02</td>
</tr>
<tr>
<td>A-139 - Finances</td>
<td>-06</td>
<td>02</td>
<td>09*</td>
<td>09*</td>
<td>-14**</td>
<td>06</td>
</tr>
<tr>
<td>A-140 - Civilian</td>
<td>11**</td>
<td>16**</td>
<td>43**</td>
<td>28**</td>
<td>-21**</td>
<td>15**</td>
</tr>
<tr>
<td>A-141 - Family</td>
<td>02</td>
<td>04</td>
<td>18**</td>
<td>12**</td>
<td>-11*</td>
<td>04</td>
</tr>
<tr>
<td>A-142 - Live</td>
<td>-08</td>
<td>-07</td>
<td>08*</td>
<td>10*</td>
<td>-09*</td>
<td>02</td>
</tr>
<tr>
<td>A-143 - Civilian</td>
<td>09*</td>
<td>13**</td>
<td>35**</td>
<td>22**</td>
<td>-16**</td>
<td>12**</td>
</tr>
<tr>
<td><strong>Intensity of Transition Impact</strong></td>
<td>08</td>
<td>12**</td>
<td>46**</td>
<td>27**</td>
<td>-22**</td>
<td>11**</td>
</tr>
<tr>
<td><strong>Degree of Comfort</strong></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>A-151 - in Job</td>
<td>05</td>
<td>11*</td>
<td>38**</td>
<td>23**</td>
<td>-17**</td>
<td>09*</td>
</tr>
<tr>
<td>A-152 - as Civilian</td>
<td>14**</td>
<td>21**</td>
<td>52**</td>
<td>37**</td>
<td>-23**</td>
<td>13**</td>
</tr>
<tr>
<td><strong>Rank</strong></td>
<td>26**</td>
<td>10*</td>
<td>05</td>
<td>08*</td>
<td>05</td>
<td>10*</td>
</tr>
<tr>
<td><strong>Howlong -Length of Service</strong></td>
<td>41**</td>
<td>27**</td>
<td>12**</td>
<td>12**</td>
<td>02</td>
<td>11**</td>
</tr>
<tr>
<td><strong>Year of Discharge</strong></td>
<td>-08</td>
<td>-07</td>
<td>-01</td>
<td>01</td>
<td>-02</td>
<td>-03</td>
</tr>
</tbody>
</table>

Decimal Points Omitted.
All probability levels 1 tailed
*  p < .01
** p < .001

N= 807
5.2.2 Rank, Length of service, Year of Discharge and Indices of Socialisation;

The three indices of socialisation, Satis, Noregret and Missadf, it was hypothesised (Hypothesis 4.10:5) would correlate significantly with rank at discharge, and length of service. The data shows this to be the case, with one exception. Rank was not significantly related to the degree of loss felt as a result of leaving the ADF (Missadf).

It was also argued that length of service (Howlong) would be more strongly associated with socialisation indices than would rank. The data in Table 5:1 supports this contention also. There are statistically significant differences in the correlations coefficients obtained between rank and length of service and the three indices of socialisation (see Cohen and Cohen, 1983: 57). The correlations between the three indices of socialisation and Howlong are consistently greater than those associated with Rank. Table 5:1 does show, however, that the losses (Missadf) associated with leaving the ADF are less related to rank and length of service than either Satis or Noregret scores.

Length of service (Howlong) was more strongly related \( r = .41 \) to satisfaction with the ADF (Satis), less strongly related to feeling of regret (Noregret, \( r = .27 \)) about leaving the ADF, and related to missing the ADF (Missadf, \( r = .20 \)).

These findings give support to the construct validity of these indices of the effects of the ADF socialisation process. The longer an individual remains with the ADF the greater his satisfaction with the armed forces way of life, the greater his regrets at leaving, and the more intense is the felt loss of comradeship, status and structure associated with the ADF.
Rank at exit correlated lower than length of service with the socialisation indices perhaps for some of the reasons outlined in Chapter Four. It was senior officers and senior NCO's who expressed greatest satisfaction with the ADF (Chi Sq= 66.927, 4df, p < .0000) and greatest regrets of leaving (Chi Sq = 35.65, 6df, p < .0000), rather than junior officers and junior NCO's. There was a similar, but lesser tendency shown for the more senior ranked officers and NCO's to 'miss' the ADF more than their junior counterparts (Chi sq= 14.85, 6df, p < .05 > .02 - all two-tailed).

Table 5:1 also sets out the correlations between the index of residual socialisation (Feeling) and the dependent variables. Those with longer service were more likely to continue to think, feel and act as a military person - residual socialisation (Feeling). Hypothesis 4.10:9 was thus supported. The rank of the individual was less strongly associated with this index, than length of service. A Chi Square analysis showed that the greatest contributors to total Chi statistic were junior and senior NCO's, with senior NCO's, not unexpectedly, more likely to carry ADF socialisation more strongly into civilian life (p < .01). There were no statistically significant differences between junior and senior officers.

The two indices suggestive of ways in which ex-servicemen utilise their military background in the civilian environment - Reject (rejection of military values) and Imposed (the imposition of military ways on the civilian environment were thought to be related to rank and length of service. These are ways in which the individual may tend to cope with the relative lack of structure within the civilian work environment.
Table 5:1 shows that there are positive correlations between Rank and Howlong with the Reject index. This suggests that the higher the rank and the longer the length of service with the ADF, the less likely is it that respondents would reject or abandon their military background as a way of coping with civilian life.

The 'imposition' of military ways on civilian life was independent of both rank and length of service. The Imposed and Reject indices are inversely related, so that a lack of rejection of military values tends to be associated with \( r = -0.38 \) the possibility of imposing military values in the civilian situation.

There is obviously a difference between a failure to reject the past and the need to impose aspects of that past into the current life style. So whilst there was support for the notion that a failure to reject the past was associated with rank and with length of service, it was not the case that rank and length of service were necessarily linked with a need or desire to impose that past on current ways of functioning.

In summary, length of service and to a lesser extent (as expected), rank at exit are associated with the indices of socialisation, Satis, Noregret and Missadf, with the index of Residual Socialisation and with one of the ways of coping with the transition - the difficulty in rejecting their military background.

The feelings of loss associated with leaving the ADF, extent of regret, levels of satisfaction and residual socialisation were largely independent of the year of discharge. This suggests that there are other factors at work which have a role in the persistence of ADF socialisation effects over time.
5.2.3 Indices of Socialisation and the Time Required to Complete Transition Tasks:

It was also hypothesised that there would be a positive association between the length of time to complete transition tasks and indices of socialisation (hypotheses 4.10: 1 to 4) and residual socialisation (4.10: 8). It would be expected that those who sought to impose military ways of behaving within the civilian environment would take longer to complete transition tasks. Conversely, those who rejected their military background would be expected to take a shorter time to complete transition tasks (4.10; 6,7).

The length of time required to obtain a suitable job was independent of the extent of satisfaction with the ADF, regrets about leaving, and the imposition of, or rejection of military values. The longer the time required to complete this task the greater the felt loss (Missadf) and the greater the residual socialisation (Feeling).

The pattern was slightly different for the time required to complete the other 'mechanical' aspects of the transition (time required to sort out finances - A-139; settle the family into civilian life - A-141; and to find suitable accommodation). There were low positive correlations between these dependent variables and the Missadf, Feeling and Imposed indices. An indication that the capacity to cope with and the time needed to complete these tasks was longer for those who missed life in the ADF, who manifested the effects of residual socialisation and who tried to impose military values and ways of being on the civilian environment.

Satisfaction with the ADF, regrets about leaving and rejection of their military background were all independent of the time
required to complete the 'mechanical' aspects of the transition. All the indices were much more strongly associated with the time required to feel comfortable as civilians (A-140) and to feel that the transition as a whole was complete (A-143). The higher correlations with these two tasks point to the possibility that the various indices of ADF socialisation lean more heavily on the individual self, and tends to be attenuated in behaviour and in the completion of the more 'mechanical' or objective aspects of the transition. Support for this notion comes from the stronger showing of the Missadf and Feeling indices which more accurately reflect the 'subjective' and current aspects of the effects of ADF socialisation. The Satis index and the Noregret index tend to be much more 'objective' and past focussed in their assessment of the effects of ADF socialisation.

5.2.4 The Intensity of the Transition and the Indices of Socialisation

The intensity of the transition (Impact) was associated with all the indices, with the exception of the Satis scale. The strongest relationship was with the losses associated with leaving the ADF. Those who missed the support of comrades, the structure within the ADF encompassed in the Missadf index were the ones who experienced the transition most intensely ($r = .46$). Those respondents who reported the greatest amount of residual socialisation also experienced the transition more intensely.

Respondents who reported that they had not rejected their ADF background and/or who had tried to impose military ways on the civilian environment experienced the transition more intensely than those who were able to 'let go' of their military background.
5.2.5 The Degree of Comfort in Civilian Roles and Indices of Socialisation

Those who felt most uncomfortable in civilian roles (A-151 and A-152) were the respondents who were, by and large, satisfied with life in the ADF, had regrets about leaving the ADF and manifested a great sense of loss about leaving the ADF. They were those who tried to impose military values and attitudes in civilian roles and failed to 'reject' or give away 'military ways of being' in the civilian environment.

Among the correlations between the indices and the dependent variables, the strongest relationship is with A-152, the expression of degree of felt comfort as a civilian. The second highest set of correlations between the indices and the dependent variables is with A-140, the time required to feel comfortable as a civilian, followed closely by those associated with the measure of the intensity of the transition experience - Impact.

The other notable aspect of the table is the relative strength of the correlations between the Missadf index and the dependent variables. The association is consistently stronger than for other indices. There is therefore strong support for hypothesis 4.10:4. Those who miss the ADF most strongly are those who will experience a prolonging of all the transition tasks (some more strongly than others), who will experience the transition most intensely and will experience discomfort in civilian roles.

As expected (hypothesis 4.10:8) those with the strongest residual socialisation effects experience 'difficulty' in all aspects of the transition. The correlations, however, as not as high as those between the Missadf index and the dependent variables.
By and large those who tried to impose military ways of being into their civilian lives also experienced a prolonging of the completion of the transitions tasks, an intensification of the transition experience and marked discomfort in civilian roles. There is general support for hypothesis 4.10:6.

There was partial support only for hypothesis 4.10:7. The failure to 'reject' military values as a means of coping with the transition was independent of the time to complete the more 'mechanical' aspects of the transition (eg. Job, finances, family) but had an effect on the more personal aspects of the transition, the time taken to feel comfortable as a civilian, total time overall, intensity of the transition experience and degree of comfort in civilian roles.

Table 5.2 shows the correlations between the three socialisation indices, the index of residual socialisation (Feeling) and the Reject and Imposed scales. As expected few regrets, little perceived loss, and low satisfaction with the ADF were correlated quite highly with the Reject scores. The correlations between Reject and Imposed scales and the three socialisation indices are in the expected direction, but not as high as those for the Feeling scale.

5.2.6 Summary - The Relationship Between the Dependent Variables and Indices of Socialisation.
Table 5.1 gives strong support to the notion that those respondents with the greater perceived losses associated with leaving the ADF (Missadf) are more likely to take a longer time to complete the transition tasks, experience the transition more intensely and experience reduced comfort in civilian roles.
Table: 5:2

Table Showing Zero Order Pearson Product Moment Correlations Among the Indices of Socialisation, Residual Socialisation and Imposed and Reject Scales.

<table>
<thead>
<tr>
<th></th>
<th>Satis</th>
<th>Noregret</th>
<th>Missadf</th>
<th>Feeling</th>
<th>Imposed</th>
<th>Reject</th>
</tr>
</thead>
<tbody>
<tr>
<td>Satis</td>
<td>1.000</td>
<td>68**</td>
<td>43**</td>
<td>35**</td>
<td>-19**</td>
<td>38**</td>
</tr>
<tr>
<td>Noregret</td>
<td>1.000</td>
<td>45**</td>
<td>37**</td>
<td>-23**</td>
<td>37**</td>
<td></td>
</tr>
<tr>
<td>Missadf</td>
<td></td>
<td>1.000</td>
<td>51**</td>
<td>-31**</td>
<td>30**</td>
<td></td>
</tr>
<tr>
<td>Feeling</td>
<td></td>
<td></td>
<td>1.000</td>
<td>-52**</td>
<td>42**</td>
<td></td>
</tr>
<tr>
<td>Imposed</td>
<td></td>
<td></td>
<td></td>
<td>1.000</td>
<td>-38**</td>
<td></td>
</tr>
<tr>
<td>Reject</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td>1.000</td>
</tr>
</tbody>
</table>

Decimal Points Omitted.
All probability levels 1 tailed
* p < .01
** p < .001

N= 807
The table also gives strong support to the notion that respondents with the greater residual socialisation effects (Feeling) are those most likely to experience a longer and more intense transition and to feel reduced comfort in civilian roles.

Those who attempt to impose military ways of doing things in civilian life was associated, as hypothesised, with a prolonged, more intense transition and decreased comfort in civilian roles.

There was only partial support for the other indices of socialisation (Satis and Noregrets) and to the coping strategy of 'rejecting' military values and ways of doing things (Reject).

Length of Service with the ADF, and Rank at discharge, as expected, were related to the indices of socialisation, but Year of Discharge was independent of all the indices of socialisation.

5.2.7 Regression Equations of Socialisation and Other Variables on the Dependent Variables

The nine dependent variables were then regressed separately (Table 5:3) against the independent variables measuring the impact of ADF socialisation. The concern was to identify which of the independent variables continued to have statistical significance when the other variables are controlled. In other words, the variables which emerge in the equations are those which contribute uniquely to, and account for a statistically significant amount of variance in the dependent variable. In some equations, independent variables act as suppressor variables (Guildford, 1955) which according to Pedhazur (1982, 104-105) control irrelevant variance that is shared with the
predictor but not with the criterion variable. So, for example
within Table 5:3, the Satis index, Howlong and Rank function to
eradicate irrelevant variance within the Missadif index, thus
eliminating 'noise' and strengthening the relationship between
the Missadif index and the dependent variable.

Table 5:3 shows the standardised beta weights (and correlation
coefficients) of the regression equations emerging from the
regression of the dependent variables separately (n=807) on the
indices of socialisation. In most cases, multiple Rs' are also
shown. Where, however, only one independent variable emerges in
the equation, the multiple R and the correlation coefficient,
r, are the same. The focus is on the identification of the
socialisation variables which best 'predict' the duration, the
intensity of the transition and the degree of comfort in
civilian roles. It has been shown that the indices of
socialisation have differential effects on the dependent
variables.

In some equations there are negative (all are standardised)
beta weights which are associated with negative correlations.
All this means is that there is an inverse relationship between
the scores obtained on the independent variables and those of
the dependent variable. For example, the scores on the Imposed
scale tend to be negatively correlated with all the dependent
variables. But, there are also negative beta weights associated
with some variables that have a positive correlation with the
dependent variable, and yet others have beta weights which are
in excess of obtained correlations. The appearance of these
within the regression equations are indications of the presence
and action of the so-called suppressor variables.
### Table 5:3

Table Regressing the Dependent Variables on the Indices of Socialisation, Residual Socialisation Length of Service, Rank and Year of Discharge.

**A-138: Time taken to find a suitable job**
- Variables: Missadif
  - \( r = 18 \)
  - \( \beta = 175 \)

**A-139: Time taken to sort out finances**
- Variables: Imposed
  - \( r = -14 \)
  - \( \beta = -137 \)

**A-140: Time taken to feel comfortable as a civilian**
- Variables: Missadif Rank
  - \( r = 43 \)
  - \( \beta = 434 \)

**A-141: Time taken to settle the family into civilian life**
- Variables: Missadif
  - \( r = 18 \)
  - \( \beta = 179 \)

**A-142: Time taken to find suitable accommodation**
- Variables: Howlong Feeling
  - \( r = -19 \)
  - \( \beta = -204 \)

**A-143: Time taken to complete the transition**
- Variables: Missadif Howlong
  - \( r = 35 \)
  - \( \beta = 363 \)

**Impact: The intensity of the transition**
- Variables: Missadif Howlong
  - \( r = 46 \)
  - \( \beta = 495 \)

**A-151: Degree of comfort in present job**
- Variables: Missadif Satis
  - \( r = 37 \)
  - \( \beta = 435 \)

**A-152: Degree of comfort as a civilian**
- Variables: Missadif Feeling Satis
  - \( r = 52 \)
  - \( \beta = 492 \)

\( R = .175; \quad R^2 = .031 \)
\( R = .137; \quad R^2 = .019 \)
\( R = .438; \quad R^2 = .192 \)
\( R = .179; \quad R^2 = .032 \)
\( R = .227; \quad R^2 = .052 \)
\( R = .357; \quad R^2 = .127 \)
\( R = .492; \quad R^2 = .242 \)
\( R = .396; \quad R^2 = .157 \)
\( R = .548; \quad R^2 = .301 \)

Note: decimal points omitted in the equations. N=807.
In seven of the nine regression equations, the Missadf index emerges with a substantial contribution to the equation. This suggests, first of all, that the loss being experienced (or experienced) - the missing of the 'regulated' lifestyle, mateship and so on associated with life in the ADF 'colony' - has an impact which pervades all aspects of the transition. Secondly, its presence in the regression equations is an indicator of its utility as a construct. A construct which has had previous little empirical support. It appears to be a far more potent index that either the Satis or Noregret indices.

The utility of the notion of residual socialisation (Feeling) is partially vindicated by its appearance in two of the equations. It appears that residual socialisation effects can be differentiated from subjective feelings of loss associated with the Missadf construct. The relative failure of the other indices of socialisation to emerge in the equations is surprising. It suggests that Noregret and the Satis indices are somewhat redundant as predictors of the duration, the intensity of the transition and the degree of felt comfort in civilian roles. They appear to function as means of sopping up 'excess noise' within the Missadf construct.

In only one equation did the manner of coping with the transition tasks become a factor. Rejection as a way of coping did not feature in any of the equations, but the need to impose a known order or way of doing things emerged in relation to having to cope with finances. The Year of Discharge from the ADF did not appear in any of the regression equations, thus by and large, eliminating concerns about possible cohort effects.

The degree of comfort as a civilian (A-152), appears to be a function of the losses associated with leaving the ADF, and the continuing existence of residual socialisation effects. The
percentage of variance in A-152 accounted for by the Missadf index and the index of residual socialisation approximates 30 percent.

The intensity of the transition as measured by the Impact scale is apparently a function of the perceived losses (Missadf) and length of service (Howlong), with Howlong acting as a suppressor variable.

In summary, the Missadf index which measures the amount of loss felt as a result of leaving the ADF, the grieving for the 'old' life style, perhaps, dominates seven out of the nine regression equations. Other variables had relatively minor roles. Indeed, several of the prior socialisation variables did not feature in any of the equations. For example, one of the indices of socialisation (Noregret), one of the coping measures (Reject), together with the Year of Discharge have little ostensible function in predicting the duration or intensity of the transition, or the degree of comfort in civilian roles.

The independent variables which emerged in the equations will form part of the pool of items derived from each aspect of the transition model on which the dependent variables will be regressed. These results will be presented in section seven of this chapter.

5.3 Section 2: Intentional Changes and Life Events and the Dependent Variables

5.3.1 Intentional Changes and the Dependent Variables:
This section (Tables 5:4, 5:5 and 5:6) reports the results pertaining to the effect that intentionally made changes and the changes due to the impact of life events have on the duration and intensity of the transition and the degree of
comfort in civilian roles. Tables 5:4 and 5:5 present the zero-order Pearson Product Moment correlations between the dependent variables and areas of intentional changes and sets of life events.

There is strong support for hypothesis 4:17:1 shown in Table 5:4. Overall there are 32 modest, but statistically significant correlations between all indices of intentional change and the dependent variables. Involvement in intentional change at or about the time of a major transition, tends to prolong completion of transition tasks, intensify the transition process, and tends to impinge on adjustment into new roles.

The total number of intentional changes made by respondents significantly (Table 5:4) correlate with all the duration variables beyond (p = .001) with the exception of the time required to obtain suitable employment (p = .01). The data also suggests that the total number of intentional changes made has a greater influence on the duration and intensity dependent variables rather than upon the comfort variables. A suggestion, perhaps, that intentional changes may have a greater influence on the processes of transition rather than on transition outcomes.

Intentional changes in the area of relationships, marriage, divorce, separation (HR), by and large, have stronger correlations with all the dependent variables than for total number of intentional changes made and for other areas of intentional change - in living arrangements and life style (Style) and in terms of increased self awareness and intra-personal change (Intra).
Table: 5:4

Table Showing Zero Order Pearson Product Moment Correlations Between the Dependent and Other Variables, and Total Number of Intentional Changes, Areas of Intentional Change and Other Variables

<table>
<thead>
<tr>
<th>Duration of the Transition:</th>
<th>Total Changes</th>
<th>Areas of Intentional Change</th>
<th>Human Relations (HR)</th>
</tr>
</thead>
<tbody>
<tr>
<td>A-138 - Job</td>
<td>r 10*</td>
<td>10*</td>
<td>03</td>
</tr>
<tr>
<td>A-139 - Finances</td>
<td>r 14**</td>
<td>14**</td>
<td>12**</td>
</tr>
<tr>
<td>A-140 - Civilian</td>
<td>r 19**</td>
<td>18**</td>
<td>11*</td>
</tr>
<tr>
<td>A-141 - Family</td>
<td>r 20**</td>
<td>20**</td>
<td>14**</td>
</tr>
<tr>
<td>A-142 - Live</td>
<td>r 17**</td>
<td>16**</td>
<td>14**</td>
</tr>
<tr>
<td>A-143 - Civilian</td>
<td>r 13**</td>
<td>12**</td>
<td>12**</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Intensity of Transition Impact</th>
<th>r 19**</th>
<th>19**</th>
<th>08</th>
<th>21**</th>
</tr>
</thead>
</table>

<table>
<thead>
<tr>
<th>Degree of Comfort</th>
<th>r 09*</th>
<th>09*</th>
<th>-02</th>
<th>13**</th>
</tr>
</thead>
<tbody>
<tr>
<td>A-151 - in Job</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>A-152 - as Civilian</td>
<td>r 11**</td>
<td>06*</td>
<td>03</td>
<td>10*</td>
</tr>
<tr>
<td>Esteem</td>
<td>r -11**</td>
<td>-04</td>
<td>01</td>
<td>-11*</td>
</tr>
<tr>
<td>Locus</td>
<td>r 06</td>
<td>-02</td>
<td>05</td>
<td>11*</td>
</tr>
<tr>
<td>GEQ - Strain</td>
<td>r 17**</td>
<td>18**</td>
<td>07</td>
<td>22**</td>
</tr>
<tr>
<td>GEQ - Useful</td>
<td>r -06</td>
<td>-11**</td>
<td>-14**</td>
<td>-06</td>
</tr>
<tr>
<td>Age at Discharge</td>
<td>r -12**</td>
<td>-14**</td>
<td>-17**</td>
<td>-19**</td>
</tr>
</tbody>
</table>

Decimal Points Omitted.

All probability levels 1 tailed

* \( p < .01 \)

** \( p < .001 \)

N= 781
This data is indicative of the possibility that changes in inter-personal relations more strongly prolong the time to complete transition tasks and intensify the transition experience than intra-personal changes which in their turn affect the dependent variables more strongly than the intentional changes of a more 'external' nature associated with changes of and in life style.

In summary, there is substantial support for hypothesis 4.17:1 - that the greater the number of intentional changes made at the time of the transition, the longer the time taken to complete transition tasks. Furthermore, the greater the number of intentional changes made, the greater is the intensity (Impact) of the transition. There is less support for the notion that intentional changes have an impact on the degree of comfort in civilian roles.

The data and the observations made above, perhaps, indicate that intentional changes tend to more directly influence the transition process - the completion of tasks and its intensity - rather than transition outcomes.

5.3:2 Life Events and the Dependent Variables:
The pattern of the relationships between the total number of Life Events and the dependent variables observed in Table 5:5 is similar to that obtaining between the total number of intentional changes and the dependent variables (Table 5:4), with the total number of Life Events correlating more strongly (and significantly) with the the variables representing the duration and intensity of the transition than with the outcomes of the transition. This finding, thus gives partial support to hypothesis 4.17:2.
Table: 5:5

Table Showing Zero Order Pearson Product Moment Correlations Between the Dependent and Other Variables, and Total Number of Life Events and Specific Sets of Life Events.

<table>
<thead>
<tr>
<th>Life Events: Total</th>
<th>Bury</th>
<th>Shift</th>
<th>Work</th>
<th>Marry</th>
<th>Li-</th>
<th>Change</th>
<th>Preg. POA</th>
<th>Injury</th>
</tr>
</thead>
<tbody>
<tr>
<td>Duration of the Transition:</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>A-138 - Job</td>
<td>r</td>
<td>09*</td>
<td>07</td>
<td>02</td>
<td>08</td>
<td>09*</td>
<td>08</td>
<td>01</td>
</tr>
<tr>
<td>A-139 - Finances</td>
<td>r</td>
<td>17**</td>
<td>08</td>
<td>12**</td>
<td>07</td>
<td>18**</td>
<td>17**</td>
<td>04</td>
</tr>
<tr>
<td>A-140 - Civilian</td>
<td>r</td>
<td>11**</td>
<td>10*</td>
<td>05</td>
<td>08</td>
<td>08</td>
<td>08</td>
<td>06</td>
</tr>
<tr>
<td>A-141 - Family</td>
<td>r</td>
<td>15**</td>
<td>10*</td>
<td>15**</td>
<td>04</td>
<td>19**</td>
<td>08</td>
<td>04</td>
</tr>
<tr>
<td>A-142 - Live</td>
<td>r</td>
<td>14**</td>
<td>05</td>
<td>16**</td>
<td>02</td>
<td>13**</td>
<td>06</td>
<td>12**</td>
</tr>
<tr>
<td>A-143 - Civilian</td>
<td>r</td>
<td>16**</td>
<td>06</td>
<td>12**</td>
<td>10*</td>
<td>13**</td>
<td>08</td>
<td>07</td>
</tr>
</tbody>
</table>

Intensity of Transition

| Impact | r     | 14**  | 11**  | 08   | 03   | 23**  | 10*     | 01     | -03    | 06    |

Degree of Comfort

| A-151 - in Job    | r     | 05    | 05    | 01   | 01   | 09*   | 04       | 04     | -07    | 09*   |
| A-152 - as Civilian | r   | 02   | 09*   | 03   | -02  | 03    | -02      | -01    | -03    | 10*   |
| Esteem               | r     | 02    | -02   | 01   | 04   | -03   | -03      | -01    | 10*    | -01   |
| Locus                | r     | 01    | 02    | 02   | 01   | 04    | -01      | 07     | -10*   | 06    |
| GHQ - Strain        | r     | 23**  | 08    | 10*  | 11** | 31**  | 10*      | 09*    | 01     | 16**  |
| GHQ - Useful        | r     | 01    | 02    | 03   | -04  | 14**  | -10*     | 01     | -06    | 11**  |
| Age at Discharge    | r     | -28** | 04    | -23** | -14** | -13** | -10*   | -40**  | -09*   | -03   |

Decimal Points Omitted.
All probability levels 1 tailed
* p < .01
** p < .001

N= 781
The proportion of statistically significant correlations within Table 5:5 (29 out of 81) is substantially less than that for Table 5:4. Notwithstanding this, the possibility that none of the correlations departs from zero is rejected (see Cohen and Cohen, 1983:57) with an estimated Chi Square probability $p < .000$. The data, however, indicates that there were no statistically significant correlations between the outcome variables - comfort in civilian roles - and the total number of Life Events encountered and the nature of those life events.

The sets of life events relating to pregnancy, personal achievement, injury, life-changes and work had few statistically significant correlations with the duration and transition intensity variables. The exceptions which are limited include the statistically significant correlations between sorting out finances and Impact variables and life events relating to changes in personal habits and so on.

The set of life events concerned with births, adoptions and so on, were related to time required to find suitable accommodation. Deaths within the family's network, accommodation shifts and marital strife tended to prolong the time to complete some of the transition tasks and to intensify the nature of the transition experience.

It is interesting to note that shifting house and making changes in physical living arrangements was significantly associated with the time required to settle the family down, to sort out finances, to find suitable accommodation and total length of the transition (A-143). The interest lies in the support given to the findings relating to the effect of intentional changes in living arrangement, outlined in the previous section. But coping with 'shifting' was not significantly associated with the intensity of the transition.
It could be argued that this is something that servicemen are used to, because of the nature of the 'postings' system within the ADF.

The intensity of the transition, and GHQ stress scores, by contrast are strongly associated with marital problems at or about the time of discharge from the ADF. It will be shown later that support from spouse or partner acts as a social support, that is ameliorates the intensity of the transition. But where, the there is hostility or even no or little support from spouse or partner, then this exacerbates the transition process, and impacts on transition outcomes.

Personal injury has an obvious impact on the length of time to complete the transition as a whole, and has an affect on the degree of comfort in civilian roles.

5.3.3 Intentional Changes, Life Events and Self Esteem.

Stress and Locus of Control:
The total number of intentional changes made was negatively correlated with level of self esteem, suggesting that low self esteem is associated with a high number of intentional changes. Lower self esteem was also associated with greater intentional change in the area of human relationships. Level of self esteem was, however, independent of the impact of life events.

The greater the externality of locus of control, the greater the change in the area of inter-personal relationships. Greater internality of locus of control was associated with greater personal achievement (POA). Other than that, locus of control as measured by the Rotter (1966) locus of control scale was independent of changes intentionally made or as a result of life's events.
The GHQ scale associated with chronic stress (Strain) was significantly and positively associated with most areas of intentional change and most of the sets of life events. High levels of chronic stress tend to be associated with high levels of change either volitional in nature or as a response to life's events.

The more transient stress (measured by the Useful sub-scale of the GHQ) tended to be independent of the total number of intentional changes made and most sets of life events, with the exception life events associated with life changes, with marital problems, and with injury to self or family members. This suggests that the greater the marital problems (and injuries) experienced tends to be associated with higher levels of transient stress.

There is, however, a significant negative correlation between transient stress (Useful) and other life change events (Lichange). A pattern which is echoed in the correlations between levels of transient stress and areas of intentional change.

This finding seems to indicate that high transient stress is associated with a low number of life events and little intentional change in the areas of life style and intra-psychic functioning. It could be speculated that a refusal or unwillingness to change, in changing times may induce high transient stress.

It appears from the data that the two indices of mental health operate in different directions in relation to the areas of intentional change, and to sets of life events which create the potential for personal life style changes. When one or other of the the GHQ sub-scales is controlled, vis-a-vis the other, the
partial correlations between the sub-scales and the intentional change indices increases markedly (for example, when controlling for Strain, the negative correlations between Useful and Intra, Style, and HR increase to .26; .23; and .25 respectively).

When controlling for the Useful index, the positive partial correlations between the Strain index and Intra, Style and HR increase to .28; .17; .31 respectively. (All probability levels are less than p= .000).

As will be seen later, high levels of stress measured by either of the Strain or Useful indices are associated with a longer time to complete all transition tasks, a greater intensity of transition experience and decreased comfort in civilian roles. Therefore the obtained pattern above is puzzling, and will be explored later.

The data suggests that it is the younger dischargees who are tending to make the greatest number of changes and seem most affected by life's events. None of the research discussed in the brief literature review indicated that age of respondent might by a crucial variable in the incidence of life events or the propensity to make intentional changes. In many respects this is a most obvious, and not unexpected finding.

In summary, there is some support for hypotheses 4.17:1.2. Exposure to life's events and the making of intentional change tends to prolong and intensify the transition process. There was only limited support for the notion that life's events and intentional change reduce the degree of comfort in civilian roles. The suggestion was made that, perhaps, change of this nature is more likely to be associated with the processes of transition rather than its outcomes.
Greater chronic stress as measured by the Strain sub-scale of the GHQ was certainly associated with increased exposure to change whether volitional or not. Support for hypotheses 4.17:3,4 was largely limited only to those experiencing chronic strain. High transient stress seemed to be associated with making few changes - an unexpected finding.

There was little support for hypothesis 4.17:5. There were no statistically significant relationships between locus of control and the areas of intentional change (other than higher externality tended to be associated with greater change in the area of human relationships) and sets of life events (apart from greater internality tending to be associated with greater personal achievement POA).

Similarly, level of self esteem was generally not associated with any exposure to change emanating from life events (apart from the positive relationship between personal achievement and self esteem). But, there were significant negative correlations between esteem and the total number of intentional changes made, and intentional changes in the area of human relationships. Too much intentional change in these areas is associated with lower self esteem.

5.3:4 Intentional Changes and Life Events and the Dependent Variables:

Each dependent variable was regressed on the three areas of intentional change identified in Table 5:4 and eight sets of life events within Table 5:5. Again, the concern is to identify those changes (intentional or as a result of life events) which contribute uniquely to and account for variance within the dependent variables. Table 5:6 outlines the multiple regression equations for the dependent variables separately on all areas of intentional change and all the sets of life events.
### Table 5.6

<table>
<thead>
<tr>
<th>Table Regressing the Dependent Variables on the Areas of Intentional Change and Sets of Life Events</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>A-138: Time taken to find a suitable job</strong></td>
</tr>
<tr>
<td>Variables: Human Relations (HR)</td>
</tr>
<tr>
<td>r</td>
</tr>
<tr>
<td>beta</td>
</tr>
<tr>
<td><strong>A-139: Time taken to sort out finances</strong></td>
</tr>
<tr>
<td>Variables: HR Marry Change POA</td>
</tr>
<tr>
<td>r</td>
</tr>
<tr>
<td>beta</td>
</tr>
<tr>
<td><strong>A-140: Time taken to feel comfortable as a civilian</strong></td>
</tr>
<tr>
<td>Variables: Intra Bury</td>
</tr>
<tr>
<td>r</td>
</tr>
<tr>
<td>beta</td>
</tr>
<tr>
<td><strong>A-141: Time taken to settle the family into civilian life</strong></td>
</tr>
<tr>
<td>Variables: HR Shifts Marry Bury</td>
</tr>
<tr>
<td>r</td>
</tr>
<tr>
<td>beta</td>
</tr>
<tr>
<td><strong>A-142: Time taken to find suitable accommodation</strong></td>
</tr>
<tr>
<td>Variables: HR Shifts Preg.</td>
</tr>
<tr>
<td>r</td>
</tr>
<tr>
<td>beta</td>
</tr>
<tr>
<td><strong>A-143: Time taken to complete the transition</strong></td>
</tr>
<tr>
<td>Variables: HR Shifts</td>
</tr>
<tr>
<td>r</td>
</tr>
<tr>
<td>beta</td>
</tr>
<tr>
<td><strong>Impact: The intensity of the transition</strong></td>
</tr>
<tr>
<td>Variables: Marry Intra Bury</td>
</tr>
<tr>
<td>r</td>
</tr>
<tr>
<td>beta</td>
</tr>
<tr>
<td><strong>A-151: Degree of comfort in present job</strong></td>
</tr>
<tr>
<td>Variables: HR Style</td>
</tr>
<tr>
<td>r</td>
</tr>
<tr>
<td>beta</td>
</tr>
<tr>
<td><strong>A-152: Degree of comfort as a civilian</strong></td>
</tr>
<tr>
<td>Variables: HR</td>
</tr>
<tr>
<td>r</td>
</tr>
<tr>
<td>beta</td>
</tr>
</tbody>
</table>

Note: decimal points omitted in the equations. N=807.
The findings, by and large, tend to be in line with those obtained within the research literature (ie. $r = .2$ to $r = .3$). There was little significant difference between the number of times areas of intentional change appeared in equations compared to the frequency with which sets of life events (Chi Square 3.66 $p > .05$) emerged in the equations.

Intentional change in the human relations (HR) area and life events' changes relating to marital and family problems (Marry) appear in all equations but one (A-143). Furthermore, these two independent variables tend to emerge first of all when utilising 'stepwise' regression procedures, emphasising the importance of sound interpersonal relationships within the family context when coping with major transitions.

Intentional change in the human relationships area (HR) features in seven out of the nine equations. Problems within the family (Marry), associated with changes in accommodation (Shifts) and deaths within the family network all feature three times. Intentional changes in the area of life style (Style), life events changes in Work do not feature in any of the equations. Except, that Style appears to be operating as a suppressor variable when regressed on A-151, the degree of comfort within present job.

The time taken to complete the more 'external to the self' and 'technical' aspects of the transition - sorting out finances; settling the family into civilian life; finding accommodation appear to be influenced more by intentional and other changes, than those of more immediate concern to the self (finding a job and settling down as a civilian).

It is obvious that changes in the area of human relations and/or as a consequence of 'marital' problems of one kind or
another account for nearly 50% of the changes which prolong and intensity the transition, and which have an effect on the degree of comfort in civilian roles. The implications for Defence Force psychologists, social workers and ADF Resettlement Provisions are obvious.

5.4 Section 3 - Social Support and the Dependent Variables:

5.4.1 Indices of Social Support and the Dependent Variables
It was hypothesised (4.23:1) that the higher the levels of social support the shorter the time required to complete transition tasks, the lower the intensity of the transition experience and the greater the degree of comfort in civilian roles. It was expected that there would be an inverse relationship between items of support and the dependent variables - negative correlations.

Table 5:7 sets out the correlations between the dependent variables and the indices of social support. Total support, an index summing the scores from all sources of social support, and most indices of social support are positively correlated with the dependent variables, contrary to expectations. The measures of social support used in this thesis, are associated with a longer time to complete transition tasks, greater intensity of the transition experience and reduced comfort in civilian roles.

There was no support for hypotheses 4.23:4.5 either. Involvement in community activities before (Badtot) and after (Aadtot) discharge was independent of the time taken to complete transition tasks, the intensity of the transition and degree of comfort as a civilian.
Table 5:7

Table Showing Zero Order Pearson Product Moment Correlations Between the Dependent Variables, Total Support and Indices of Social and Community Support

<table>
<thead>
<tr>
<th>Duration of the Transition</th>
<th>Indices of Social Support</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Totsupp</td>
</tr>
<tr>
<td>A-138 - Job</td>
<td>r</td>
</tr>
<tr>
<td>A-139 - Finances</td>
<td>r</td>
</tr>
<tr>
<td>A-140 - Civilian</td>
<td>r</td>
</tr>
<tr>
<td>A-141 - Family</td>
<td>r</td>
</tr>
<tr>
<td>A-142 - Live</td>
<td>r</td>
</tr>
<tr>
<td>A-143 - Civilian</td>
<td>r</td>
</tr>
</tbody>
</table>

Intensity of Transition

| Impact                      | r       | 19**   | -06  | 18**| 25**  | 05     | 02  | 18** | -02 |

Degree of Comfort

| A-151 - in Job             | r       | 11*    | -11* | 13**| 26**  | -04    | 01  | 12** | 01  |
| A-152 - as Civilian        | r       | 09*    | -13**| 07  | 19**  | 02     | 01  | 11*  | 02  |

Decimal Points Omitted.
All probability levels 1 tailed
* p < .01
** p < .001
N= 767
Table: 5.7 (Cont)

Table Showing Zero Order Pearson Product Moment Correlations Between the Dependent Variables, Total Support and Indices of Social and Community Support

<table>
<thead>
<tr>
<th>Duration of the Transition:</th>
<th>Indices of Social Support</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Books</td>
</tr>
<tr>
<td>A-138 - Job</td>
<td>r</td>
</tr>
<tr>
<td>A-139 - Finances</td>
<td>r</td>
</tr>
<tr>
<td>A-140 - Civilian</td>
<td>r</td>
</tr>
<tr>
<td>A-141 - Family</td>
<td>r</td>
</tr>
<tr>
<td>A-142 - Live</td>
<td>r</td>
</tr>
<tr>
<td>A-143 - Civilian</td>
<td>r</td>
</tr>
</tbody>
</table>

Intensity of Transition
Impact
| r     | 10*   | -051  | 16**  | 11** | 04   | 06     | 04     |

Degree of Comfort
A-151 - in Job
| r     | 08    | -14** | 13**  | 10*  | 02   | 06     | 05     |

A-152 - as Civilian
| r     | 05    | -08   | 09*   | 09*  | 02   | 02     | 06     |

Decimal Points Omitted.
All probability levels 1 tailed
* p < .01
** p < .001
All probability levels 2 tailed
N= 767
Community involvement was neither supportive or detrimental to the processes of transition or its outcomes.

Only two indices of social support were consistent in the hypothesised direction. First and foremost, as expected, was support from partner or spouse (Spouse - item D-15) and, secondly was the support offered by civilian (Newemp) employers. Support from friends, neighbours and relatives (Rels) appeared inimical to the processes of transition and its outcomes. Involvement with employment agencies, the Commonwealth Employment Service and so on (CES) was significantly related to increased time to complete all transition tasks, and intensifying of the transition process, and lessened degree of comfort in civilian roles.

Seeking support from the RSL (RSL), and former colleagues in the ADF (ADF), in other words, retaining military links, tended to result in a more difficult transition in terms of its length, intensity and so on.

New employers were supportive in reducing the time to obtain congenial employment and feelings of comfort in present employment (A-138 and A-151 respectively).

Resettlement assistance provided by the ADF in terms of pre-discharge training (PDRT) and in the provision of resettlement seminars (RS) was largely of little help, and in some cases was detrimental to assisting the family cope with the transition, and in the overall time taken for the individual ex-serviceman to complete the transition.

The support from bankers and lawyers, real estate agents and other (Loans, Invest) professionals concerned with finance appeared to have little relationship to the transition process.
5.4:2 Regressing the Dependent Variables on the Indices of Social Support:

Table 5:8 presents information relating to the regressing of the dependent variables on the indices of social support. The time taken to obtain congenial employment is a function of the negative aspects of assistance from employment agencies, and involvement with the RSL together with a lack of support from new employers, and little help from bankers and lawyers. These four variables account for some 12% of the total variance in A-138.

The inappropriateness of the assistance from employment agencies (CES) features in seven of the nine equations. Lack of support from Spouse (D-15) contributes to the decreased sense of comfort in civilian roles, and an increase in the time required to complete the two related mechanical aspects of the transition, sorting out finances and finding suitable accommodation. The lack of support from new employers contributes significantly also to the intensification of the transition experience, and reduced comfort in civilian work roles.

5.4:3 The Equivocal Nature of Social Support:

In general the indices of social support tended to prolong the transition experience, to intensify it and to act to reduce the degree of comfort in civilian roles. Hypothesis 4.23:2 is concerned with the possibility that social support will ameliorate the impact of life events and intentional changes. That is, it would be expected that the inclusion of social support variables in the item pool comprising life events and intentional change variables on which the dependent variables could be regressed (eg. Table 5:6) would result in equations
Table 5:8

Table Regressing the Dependent Variables on the Indices of Social and Community Support

A-138: Time taken to find a suitable job
Variables: CES Newemp Loans RSL

<table>
<thead>
<tr>
<th></th>
<th>28</th>
<th>-14</th>
<th>-08</th>
<th>11</th>
</tr>
</thead>
</table>

beta
281 -159 -126 115

R= .350; R-squared= .123

A-139: Time taken to sort out finances
Variables: Rels Spouse Books

<table>
<thead>
<tr>
<th></th>
<th>19</th>
<th>-06</th>
<th>13</th>
</tr>
</thead>
</table>

beta
191 -104 092

R= .231; R-squared= .054

A-140: Time taken to feel comfortable as a civilian
Variables: CES Rels

<table>
<thead>
<tr>
<th></th>
<th>16</th>
<th>15</th>
</tr>
</thead>
</table>

beta
135 113

R= .197; R-squared= .039

A-141: Time taken to settle the family into civilian life
Variables: Books

<table>
<thead>
<tr>
<th></th>
<th>12</th>
</tr>
</thead>
</table>

beta
122

R= .122; R-squared= .015

A-142: Time taken to find suitable accommodation
Variables: CES Spouse RSL

<table>
<thead>
<tr>
<th></th>
<th>13</th>
<th>-13</th>
<th>-10</th>
</tr>
</thead>
</table>

beta
158 -104 -104

R= .212; R-squared= .045

A-143: Time taken to complete the transition
Variables: CES ADF

<table>
<thead>
<tr>
<th></th>
<th>17</th>
<th>16</th>
</tr>
</thead>
</table>

beta
144 120

R= .209; R-squared= .044

Impact: The intensity of the transition
Variables: CES RSL RSL Rels Newemp

<table>
<thead>
<tr>
<th></th>
<th>24</th>
<th>18</th>
<th>-02</th>
<th>17</th>
<th>-053</th>
</tr>
</thead>
</table>

beta
206 143 -099 110 -100

R= .316; R-squared= .100

A-151: Degree of comfort in present job
Variables: CES Newemp Rels Spouse

<table>
<thead>
<tr>
<th></th>
<th>24</th>
<th>-14</th>
<th>13</th>
<th>-11</th>
</tr>
</thead>
</table>

beta
227 -171 133 -105

R= .328; R-squared= .108

A-152: Degree of comfort as a civilian
Variables: CES Spouse

<table>
<thead>
<tr>
<th></th>
<th>17</th>
<th>-12</th>
</tr>
</thead>
</table>

beta
176 -128

R= .216; R-squared= .052

Note: decimal points omitted in the equations. N=830.
Table 5:9

Table Regressing the Dependent Variables on Areas of Intentional Change, Sets of Life Events and the Indices of Social and Community Support

**A-138: Time taken to find a suitable job**

<table>
<thead>
<tr>
<th>Variables:</th>
<th>HR</th>
<th>POA</th>
<th>Workall</th>
<th>CES</th>
<th>Newemp</th>
<th>Loans</th>
<th>RSL</th>
</tr>
</thead>
<tbody>
<tr>
<td>r</td>
<td>14</td>
<td>-05</td>
<td>08</td>
<td>28</td>
<td>-13</td>
<td>-03</td>
<td>12</td>
</tr>
<tr>
<td>beta</td>
<td>082</td>
<td>-084</td>
<td>100</td>
<td>254</td>
<td>-165</td>
<td>-129</td>
<td>120</td>
</tr>
</tbody>
</table>

R = .376; R-squared = .141

**A-139: Time taken to sort out finances**

<table>
<thead>
<tr>
<th>Variables:</th>
<th>HR</th>
<th>POA</th>
<th>Marry</th>
<th>Charge</th>
<th>Rels</th>
<th>Spouse</th>
<th>Books</th>
<th>ADF</th>
</tr>
</thead>
<tbody>
<tr>
<td>r</td>
<td>19</td>
<td>-05</td>
<td>19</td>
<td>16</td>
<td>20</td>
<td>-05</td>
<td>14</td>
<td>02</td>
</tr>
<tr>
<td>beta</td>
<td>095</td>
<td>-096</td>
<td>109</td>
<td>099</td>
<td>171</td>
<td>-078</td>
<td>089</td>
<td>-073</td>
</tr>
</tbody>
</table>

R = .327; R-squared = .107

**A-140: Time taken to feel comfortable as a civilian**

<table>
<thead>
<tr>
<th>Variables:</th>
<th>Bury</th>
<th>Intra</th>
<th>CES</th>
<th>Rels</th>
</tr>
</thead>
<tbody>
<tr>
<td>r</td>
<td>10</td>
<td>16</td>
<td>16</td>
<td>15</td>
</tr>
<tr>
<td>beta</td>
<td>084</td>
<td>124</td>
<td>116</td>
<td>095</td>
</tr>
</tbody>
</table>

R = .249; R-squared = .062

**A-141: Time taken to settle the family into civilian life**

<table>
<thead>
<tr>
<th>Variables:</th>
<th>Bury</th>
<th>HR</th>
<th>POA</th>
<th>Shifts</th>
<th>Marry</th>
<th>Books</th>
</tr>
</thead>
<tbody>
<tr>
<td>r</td>
<td>10</td>
<td>24</td>
<td>-03</td>
<td>13</td>
<td>18</td>
<td>12</td>
</tr>
<tr>
<td>beta</td>
<td>093</td>
<td>186</td>
<td>-095</td>
<td>113</td>
<td>101</td>
<td>072</td>
</tr>
</tbody>
</table>

R = .313; R-squared = .098

**A-142: Time taken to find suitable accommodation**

<table>
<thead>
<tr>
<th>Variables:</th>
<th>Preg</th>
<th>HR</th>
<th>Shifts</th>
<th>Spouse</th>
<th>CES</th>
<th>RS</th>
</tr>
</thead>
<tbody>
<tr>
<td>r</td>
<td>12</td>
<td>20</td>
<td>15</td>
<td>-13</td>
<td>14</td>
<td>-11</td>
</tr>
<tr>
<td>beta</td>
<td>091</td>
<td>158</td>
<td>119</td>
<td>-123</td>
<td>119</td>
<td>-074</td>
</tr>
</tbody>
</table>

R = .320; R-squared = .103

**A-143: Time taken to complete the transition**

<table>
<thead>
<tr>
<th>Variables:</th>
<th>HR</th>
<th>Shifts</th>
<th>Marry</th>
<th>CES</th>
<th>ADF</th>
<th>Invest</th>
<th>RSL</th>
</tr>
</thead>
<tbody>
<tr>
<td>r</td>
<td>15</td>
<td>12</td>
<td>13</td>
<td>18</td>
<td>15</td>
<td>-03</td>
<td>14</td>
</tr>
<tr>
<td>beta</td>
<td>074</td>
<td>080</td>
<td>073</td>
<td>116</td>
<td>096</td>
<td>-079</td>
<td>085</td>
</tr>
</tbody>
</table>

R = .284; R-squared = .080

**Impact: The intensity of the transition**

<table>
<thead>
<tr>
<th>Variables:</th>
<th>Bury</th>
<th>Marry</th>
<th>Intra</th>
<th>CES</th>
<th>Newemp</th>
<th>RSL</th>
<th>Rels</th>
<th>RS</th>
</tr>
</thead>
<tbody>
<tr>
<td>r</td>
<td>10</td>
<td>23</td>
<td>18</td>
<td>24</td>
<td>-06</td>
<td>18</td>
<td>16</td>
<td>-02</td>
</tr>
<tr>
<td>beta</td>
<td>088</td>
<td>169</td>
<td>091</td>
<td>192</td>
<td>-113</td>
<td>108</td>
<td>071</td>
<td>-070</td>
</tr>
</tbody>
</table>

R = .386; R-squared = .149

**A-151: Degree of comfort in present job**

<table>
<thead>
<tr>
<th>Variables:</th>
<th>HR</th>
<th>Style</th>
<th>CES</th>
<th>Newemp</th>
<th>Rels</th>
<th>Spouse</th>
</tr>
</thead>
<tbody>
<tr>
<td>r</td>
<td>13</td>
<td>-00</td>
<td>24</td>
<td>-15</td>
<td>12</td>
<td>-11</td>
</tr>
<tr>
<td>beta</td>
<td>124</td>
<td>-094</td>
<td>217</td>
<td>-169</td>
<td>117</td>
<td>-096</td>
</tr>
</tbody>
</table>

R = .346; R-squared = .120

**A-152: Degree of comfort as a civilian**

<table>
<thead>
<tr>
<th>Variables:</th>
<th>Injury</th>
<th>CES</th>
<th>Spouse</th>
<th>Newemp</th>
<th>ADF</th>
</tr>
</thead>
<tbody>
<tr>
<td>r</td>
<td>10</td>
<td>17</td>
<td>-13</td>
<td>-08</td>
<td>07</td>
</tr>
<tr>
<td>beta</td>
<td>085</td>
<td>155</td>
<td>-133</td>
<td>-097</td>
<td>080</td>
</tr>
</tbody>
</table>

R = .256; R-squared = .066

Note: decimal points omitted in the equations. N=809.
Table 5.10

Table showing mean degree of intensity of the transition experience associated with low and high exposure to various life events by level of perceived support by spouse (D-15) and of relatives, friends and neighbours consulted (Rels).

<table>
<thead>
<tr>
<th>Life Event</th>
<th>Perceived Support from Spouse/Partner (D-15)</th>
<th>Not used</th>
<th>Low/Very</th>
<th>Medium</th>
<th>High</th>
<th>Level of F.</th>
</tr>
</thead>
<tbody>
<tr>
<td>Marital Problems:</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Nil</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>One or more</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Intentional Changes:</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>lowest 1/3*</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>highest 1/3*</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Total number of life events:</td>
<td></td>
<td></td>
<td></td>
<td></td>
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<td></td>
</tr>
<tr>
<td>&lt;=Median</td>
<td></td>
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<tr>
<td>Above median</td>
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<td></td>
<td></td>
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<td></td>
<td></td>
</tr>
<tr>
<td>Life Event</td>
<td>Perceived Support from Relations, etc.</td>
<td>Not used</td>
<td>Low Medium High</td>
<td>Significance</td>
<td>Level of F.</td>
<td></td>
</tr>
<tr>
<td>Marital Problems:</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Nil</td>
<td></td>
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<tr>
<td>One or more</td>
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<tr>
<td>Intentional Changes:</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>lowest 1/3*</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>highest 1/3*</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
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<tr>
<td></td>
<td></td>
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<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Total number of life events:</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>&lt;=Median</td>
<td></td>
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<tr>
<td>Above median</td>
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<tr>
<td></td>
<td></td>
<td></td>
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</tr>
</tbody>
</table>

*approximately only
a. = Significance level of main effects of Spouse; Relatives.
b. = significance level of life events, and
c. = interaction effects between a. and b.
Fig. 5.1

Mean Degree of the Intensity of the Transition

Associated with Low and High Exposure to

Intentional Changes, Life Events and Marital Problems

by Level of Perceived Support offered by Spouse (0-15)

and Relatives (Rel)

Marital Problems  Intentional Changes  Life Events

Level of Support

- by Spouse

- by Relatives

Top Line Stressor Present

Bottom Line Stressor Absent

Level of Support

Mean

12

Level

11

Intensity

10

9

8

7

6

5

4

3

2

1

0

NA L E N NA L E N NA L E N NA L E N
which would contain negative beta weights for these social support variables. Of the 31 social support variables which appear in the regression equations in Table 5:9, 19 are positive and only 12 are negative. So rather, than ameliorating the impact of intentional change or the effects of life events, in this research, by and large, social support appears to exacerbate these effects.

Neither was there any support for the suggestion that social support acts as a buffer (Table 5:10 and Figure 5.1). If social support protects, then we would expect to see an interaction between the stressor and the social support variable. Social support would reduce the impact of the stressor, significantly so. The results tend to show unequivocally that there is little if any interaction between the stressor and support, regardless of whether support is measured by the number of sources solicited for help, or from the perceived mean usefulness of the supportive resources. The flatter (the more horizontal) the curve the greater the probability that the main effects stem from the stressor, whereas the more vertical the curve (Fig. 5.1), the main effects tend to derive from the source of support.

Low levels of support from the spouse or partner appear to be related to higher levels of tension or intensity of the transition than where no spouse is present. High levels of support are required from the spouse or partner in order for level of the level of intensity to drop below that occurring where there was no spouse or partner.

In summary, social support as measured in this thesis, apart from that offered by partner or spouse, and perhaps, new employers in employment situations does not act as a buffer, protect or cushion the individual against the impact of
intentional change or life's events. The data shows that most of the indices of social support are associated with the prolonging and intensification of the transition, and associated with a decreased comfort in civilian roles. It could well be that the accessing of social support may be a symptom of difficulty (cf. Gore, 1978; Perlin and Schooler, 1978).

5.5 Section 4 - Mental Health, Self Esteem, Personality and Other Variables and the Dependent Variables

5.5.1 Esteem, Self Image, Mental Health and the Dependent Variables:
In this section of the chapter, personality variables which might have an influence on the process and outcomes of the transition are examined. Hypothesis 4.31:1. focusses the relationship between measures of mental health as measured by the General Health Questionnaire, and indices of self esteem and self image.

There is strong support for hypothesis 4.31:1. The two sub-scales of the General Health Questionnaire (GHQ) measure on the one hand, chronic, more pathological and longer term stress (Strain) and on the other hand, the more transient stress associated with everyday coping (Useful). High chronic stress (Strain), as hypothesised is associated with low self esteem, and poor self image - all indices (Table 5:11).

Transient stress (Useful) is strongly associated with low self esteem, and an image of a lack of potency or strength, and some suggestion of an association between high transient stress and a poor self image in relation to the respondent's views of their competence and pleasantness.
It is obvious that there is substantial support for the notion that those under stress evidence low esteem and tend to have a poor image of themselves.

The two subscales of the GHQ (Strain and Useful) correlate positively and significantly with all the dependent variables (Table 5:13). There is a strong association between stress, as measured by the GHQ sub scales, whether of a more chronic or transient nature and the time to complete transition tasks, the intensity of the transition and the degree of comfort within civilian roles.

Correlations range from .13 to a high of .45, with a tendency for the higher correlations to be between the Strain index and the dependent variables, rather than between them and the Useful index. There is no doubt that transitions are stressful, and that the stress is associated with a longer time to complete transition tasks. There are higher correlations between the Intensity and Comfort variables than between the duration variables and the measures of stress.

Of the self image variables, the potency, strength variable is statistically significantly associated with six of the nine dependent variables. In other words failure to complete the transition tasks quickly, to feel comfortable in civilian roles and to experience the transition more intensely is strongly associated with low self esteem, and tends to be associated with poor image of self, one's strength, pleasantness and competence. These findings may be a reflection of a sense of powerlessness and lack of control over the transition process.
Table: 5:11

Table Showing Zero Order Pearson Product Moment Correlations Between the Dependent Variables and Self Esteem and Self Image Variables

<table>
<thead>
<tr>
<th>Duration of the Transition</th>
<th>Esteem</th>
<th>Pleasant</th>
<th>Capable</th>
<th>Strength</th>
</tr>
</thead>
<tbody>
<tr>
<td>A-139 - Job</td>
<td>r -13**</td>
<td>-01</td>
<td>03</td>
<td>09</td>
</tr>
<tr>
<td>A-139 - Finances</td>
<td>r -14**</td>
<td>07</td>
<td>07</td>
<td>13**</td>
</tr>
<tr>
<td>A-140 - Civilian</td>
<td>r -21**</td>
<td>12**</td>
<td>05</td>
<td>06</td>
</tr>
<tr>
<td>A-141 - Family</td>
<td>r -11**</td>
<td>11**</td>
<td>08</td>
<td>06</td>
</tr>
<tr>
<td>A-142 - Live</td>
<td>r -14**</td>
<td>05</td>
<td>06</td>
<td>10*</td>
</tr>
<tr>
<td>A-143 - Civilian</td>
<td>r -18**</td>
<td>08</td>
<td>08</td>
<td>11*</td>
</tr>
<tr>
<td>Intensity of Transition</td>
<td>r -32**</td>
<td>02</td>
<td>10*</td>
<td>10*</td>
</tr>
<tr>
<td>A-151 - in Job</td>
<td>r -30**</td>
<td>05</td>
<td>08</td>
<td>13**</td>
</tr>
<tr>
<td>A-152 - as Civilian</td>
<td>r -28**</td>
<td>13**</td>
<td>1@**</td>
<td>16**</td>
</tr>
<tr>
<td>GBQ - Strain</td>
<td>r -34**</td>
<td>14**</td>
<td>18**</td>
<td>18**</td>
</tr>
<tr>
<td>GBQ - Useful</td>
<td>r -29**</td>
<td>09</td>
<td>09*</td>
<td>16**</td>
</tr>
</tbody>
</table>

Decimal Points Omitted.

All probability levels 1 tailed
*  p < .01
** p < .001
N=725
5.5.2 The Exercise of Control over the Transition:

There were only slight statistically significant correlations between Rotter's Locus of Control measure and two of the duration variables in Table 5:12 — time required to sort out finances and time taken to feel comfortable as a civilian. Greater internality, however, was associated with a reduced intensity of transition experience and increased comfort in civilian roles. There is some support for hypothesis 4.31:8. The correlations are, however, modest.

But, not so the associations between other aspects of control (Hypothesis 4.31:2) and responsibility for the transition. Item A-146 concerned with the degree of felt control over the whole transition, for example correlated $r = .62$ with the intensity of the transition experience, suggesting that those who felt that they had little control over the total process were those who experienced the transition most intensely. The correlations between the dependent variables and A-146 ranged from $r = .37$ to $r = .62$.

The greater the acceptance of responsibility for the transition (A-157), the shorter the time to complete all aspects of the transition, the less intense the transition experience and the greater the degree of comfort in civilian roles. Similarly, the greater the need for information (A-147); the greater the belief that they should have done things differently (A-148) and a refusal to compromise were all associated with a greater duration and intensity of the transition and reduced comfort in civilian roles.

The refusal to compromise, a lack of flexibility perhaps, is contrary to expectations (cf. Viney, 1982). It was suggested that the ability to be flexible might be associated with an 'easier' transition' — hypothesis 4.31:2.
Table 5:12

Table Showing Zero Order Pearson Product Moment Correlations Between the Dependent Variables, Mental Health, Control and Other Variables

<table>
<thead>
<tr>
<th>Duration of Transition:</th>
<th>Mental Health Strain Useful</th>
<th>Control Locus</th>
<th>A-146</th>
<th>A-147</th>
<th>A-148</th>
<th>A-156</th>
<th>A-157</th>
</tr>
</thead>
<tbody>
<tr>
<td>A-138 - Job</td>
<td>r 21** 24** 02 -37** -18** -31** -22** -18**</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>A-139 - Finances</td>
<td>r 27** 14** 09* -38** -19** -27** -14** -21**</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>A-140 - Civilian</td>
<td>r 31** 23** 09* -43** -31** -37** -32** -24**</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>A-141 - Family</td>
<td>r 24** 13** 05 -39** -18** -23** -16** -16**</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>A-142 - Live</td>
<td>r 24** 15** 05 -37** -16** -21** -13** -16**</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>A-143 - Civilian</td>
<td>r 29** 19** 06 -47** -27** -37** -26** -21**</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Intensity of Transition</td>
<td>Impact</td>
<td>r 45** 40** 10* -62** -40** -55** -42** -36**</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Degree of Comfort</td>
<td>A-151 - in Job</td>
<td>r 38** 44** 13** -39** -26** -41** -45** -31**</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>A-152 - as Civilian</td>
<td>r 39** 38** 12** -51** -26** -37** -37** -33**</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

Decimal Points Omitted.
All probability levels 1 tailed
* p < .01
** p < .001
N=725

A-146 To what extent do you think you were in control of the transition as a whole?
A-147 To what extent do you wish that you'd had more information before you left the ADF.?
A-148 To what extent, if you had had your time again, you would have done things differently as far as the shift into civilian life is concerned?
A-156 How much compromising did you do between what you would have really liked to have done (ideally) and what was realistic and practical (actual)?
A-157 To what extent are you prepared to accept responsibility for what has happened in your transition to this point in time?
5.5.3 Dependent Variables and the Reasons for Leaving the ADF:

It was suggested that there were both 'push' and 'pull' reasons for leaving the ADF. Table 5.13 shows the correlations between the reasons for leaving the ADF and the dependent variables. One third of the 36 correlations within the table were statistically significant. The table provides support for the suggestion that having strong reasons for leaving the ADF is associated with a less intense transition and increased comfort in civilian roles. It provides little support for the notion that those with the strongest reason for leaving the ADF more quickly complete transition tasks, except in obtaining congenial employment.

Dissatisfaction with the ADF (Dissat) provided only two statistically significant correlations with the dependent variables, and having a limited future (Future) within the ADF provided one. Therefore, there is only little support for the hypothesis that 'push' factors have any role in determining the duration of the transition, its intensity or degree of comfort in civilian roles.

There were nine statistically significant correlations between the dependent variables and the two 'pull' factors. All correlations are modest, and negative, indicating that a greater need for family stability and a change in lifestyle are associated with a shorter time to find congenial employment (Stable and Change); suitable accommodation (Stable); reduced intensity of the transition and increased comfort in civilian roles (Stable and Change).
Table 5:13

Table Showing Zero Order Pearson Product Moment Correlations Between the Dependent Variables and Reasons for Leaving the ADF.

<table>
<thead>
<tr>
<th>Variables and Reasons for Leaving the ADF</th>
<th>Stability</th>
<th>Change</th>
<th>Dissatisfaction</th>
<th>Limited Future</th>
</tr>
</thead>
<tbody>
<tr>
<td>Scale: (Stable) (Change) (Dissat) (Future)</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

**Duration of the Transition:**

- A-138 - Job: $r = -09^*$, $-13^{**}$, $-12^{**}$, $-07$
- A-139 - Finances: $r = -02$, $03$, $03$, $09^*$
- A-140 - Civilian: $r = -06$, $-05$, $-06$, $-04$
- A-141 - Family: $r = -09$, $-00$, $025$, $05$
- A-142 - Live: $r = -12^{**}$, $05$, $06$, $02$
- A-143 - Civilian: $r = -03$, $-02$, $-05$, $02$

**Intensity of Transition Impact**

- $r = -11^*$, $-11^*$, $-04$, $-08$

**Degree of Comfort**

- A-151 - in Job: $r = -11^*$, $-12^{**}$, $-06$, $-03$
- A-152 - as Civilian: $r = -12^{**}$, $-17^{**}$, $-13^{**}$, $-06$

Decimal Points Omitted.

All probability levels 1 tailed

* $p < .01$

** $p < .001$

N=725
There was no statistical difference between the 'push' and 'pull' factors in the number of observed significant correlations (Chi Square = 2.08 1df p > .05), providing little support for the suggestion that the differential nature of the motivation for leaving the ADF had any impact on the dependent variables.

5.5.4 Coping Measures and the Dependent Variables:
The two 'negative' coping scales derived from the Ways of Coping Checklist (Avoid, Fantasy) were correlated well beyond chance (Table 5:14) with all the dependent variables thus providing strong support for hypothesis 4.31.4. The Fantasy and Avoid coping scales correlate strongly with the Strain sub-scale of the GHQ (r = .32 and r = .39; p < .000), but less strongly with the Useful (transient stress) sub-scale of the GHQ (r = .15 and r = .24; p < .000).

Coping with the transition by avoidance and the use of fantasy is associated with high stress levels, and is related to a longer time to complete transition tasks, higher levels of intensity and decreased comfort in civilian roles.

Only four of 27 correlations were beyond chance for the three 'positive' scales - Growth, Advice and Effort. Indeed all the statistically significant negative correlations were between the Effort scale with the index of the intensity of the transition and the degree of comfort in civilian life indices and the time required to sort out finances. All the correlations between the Effort scale and the all the dependent variables were in the expected direction. The greater the 'effort' the shorter the time to complete transition tasks, reduced intensity of the transition experience and increased comfort in civilian roles.
Table: 5:14

Table Showing Zero Order Pearson Product Moment Correlations Between the Dependent Variables and Coping Variables.

<table>
<thead>
<tr>
<th>Duration of Transition</th>
<th>Growth</th>
<th>Advice</th>
<th>Effort</th>
<th>Avoid</th>
<th>Fantasy</th>
</tr>
</thead>
<tbody>
<tr>
<td>A-138 - Job</td>
<td>r</td>
<td>04</td>
<td>-00</td>
<td>-07</td>
<td>21**</td>
</tr>
<tr>
<td>A-139 - Finances</td>
<td>r</td>
<td>03</td>
<td>08</td>
<td>-09*</td>
<td>23**</td>
</tr>
<tr>
<td>A-140 - Civilian</td>
<td>r</td>
<td>00</td>
<td>02</td>
<td>-08</td>
<td>25**</td>
</tr>
<tr>
<td>A-141 - Family</td>
<td>r</td>
<td>03</td>
<td>06</td>
<td>-07</td>
<td>14**</td>
</tr>
<tr>
<td>A-142 - Live</td>
<td>r</td>
<td>02</td>
<td>03</td>
<td>-08</td>
<td>20**</td>
</tr>
<tr>
<td>A-143 - Civilian</td>
<td>r</td>
<td>08</td>
<td>06</td>
<td>-03</td>
<td>23**</td>
</tr>
</tbody>
</table>

| Intensity of Transition Impact | r | -050 | 01 | -15** | 35** | 27** |

| Degree of Comfort        | r | -033 | -00 | -10* | 33** | 21** |
| A-151 - in Job           | r | -08  | -02 | -10* | 33** | 25** |
| A-152 - as Civilian      | r |

Decimal Points Omitted.
All probability levels 1 tailed
* p < .01
** p < .001
N=725
Coping by seeking and taking advice or through personal 'growth' was independent of the capacity to complete transition tasks rapidly, the intensity of the transition and degree of comfort in civilian roles. There are, however, statistically significant correlations between the Growth coping scale \( r = .28; p < .000 \) and the number of intentional changes made, and negatively between Growth and the Useful (transient stress) sub-scale of the GHQ \( r = -.18 \) suggesting that intentional change evokes 'growth' coping strategies and 'lowers' transient stress.

Contrary to Adams et al. (1976) degree of self esteem as measured by the Rosenberg scale was not a function of the date of leaving the ADF \( r = -.04; p = .31 \). Level of self esteem is more likely to be related to factors other than the time through the transition. There was, therefore, no support for hypothesis 4.29:5.

5.5.5 Physical Health and the Dependent Variables:

Table 5:15 shows the zero-order Pearson Product Moment Correlations between selected physical health variables and the dependent variables. The data indicates that apart from item E-73, there are only a few statistically significant correlations between the duration dependent variables and the physical health variables. Increases in weight and a reduction in the level of physical activity were related to a longer time taken to feel comfortable as a civilian.

Those who were happier (E-73) at the time of the collection of the data than they were in 1980 were more likely to have had a shorter transition, a less intense transition experience, and not unexpectedly to feel a great deal more comfortable in civilian roles than those whose life in the ADF was perceived to be happier than in the civilian environment.
Table 5:15

Table Showing Zero Order Pearson Product Moment Correlations Between the Dependent Variables and Physical Health Variables.

<table>
<thead>
<tr>
<th>Selected Physical Health Variables</th>
<th>Smoking</th>
<th>Weight</th>
<th>Physical</th>
<th>E59</th>
<th>E60</th>
<th>Fitness</th>
<th>E73</th>
<th>E74</th>
</tr>
</thead>
<tbody>
<tr>
<td>Duration of the Transition:</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>A-138 - Job</td>
<td>r 01</td>
<td>05</td>
<td>-00</td>
<td>-065</td>
<td>-08</td>
<td>-03</td>
<td>20**</td>
<td>-01</td>
</tr>
<tr>
<td>A-139 - Finances</td>
<td>r 04</td>
<td>08</td>
<td>01</td>
<td>-04</td>
<td>-05</td>
<td>04</td>
<td>14**</td>
<td>07</td>
</tr>
<tr>
<td>A-140 - Civilian</td>
<td>r 05</td>
<td>09*</td>
<td>-09*</td>
<td>-13**</td>
<td>-01</td>
<td>08</td>
<td>25**</td>
<td>04</td>
</tr>
<tr>
<td>A-141 - Family</td>
<td>r 03</td>
<td>04</td>
<td>-02</td>
<td>-09</td>
<td>-06</td>
<td>00</td>
<td>14**</td>
<td>01</td>
</tr>
<tr>
<td>A-142 - Live</td>
<td>r -00</td>
<td>05</td>
<td>-03</td>
<td>-04</td>
<td>-02</td>
<td>03</td>
<td>12**</td>
<td>05</td>
</tr>
<tr>
<td>A-143 - Civilian</td>
<td>r 07</td>
<td>07</td>
<td>-05</td>
<td>-09</td>
<td>-09*</td>
<td>05</td>
<td>22**</td>
<td>07</td>
</tr>
<tr>
<td>Intensity of Transition Impact</td>
<td>r 10*</td>
<td>09*</td>
<td>-10*</td>
<td>-17**</td>
<td>-10*</td>
<td>09*</td>
<td>42**</td>
<td>08</td>
</tr>
<tr>
<td>Degree of Comfort</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>A-151 - in Job</td>
<td>r 04</td>
<td>08</td>
<td>-12**</td>
<td>-11*</td>
<td>-07</td>
<td>09*</td>
<td>37**</td>
<td>07</td>
</tr>
<tr>
<td>A-152- Civilian</td>
<td>r 07</td>
<td>14**</td>
<td>-14**</td>
<td>-14**</td>
<td>-05</td>
<td>13**</td>
<td>41**</td>
<td>11*</td>
</tr>
</tbody>
</table>

Decimal Points Omitted.
All probability levels 1 tailed
* p < .01
** p < .001
N=725

E-59 Suffered from hypertension
E-60 suffered from ulcers
E-73 Happier now than five years ago
E-74 Drinking more now than 1980
Physical health variables correlate more strongly with degree of comfort in civilian life and with the intensity index. Decreased fitness, increases in smoking and weight, coronary disease and ulcers tended to increase the intensity of the transition and decrease comfort in civilian roles. There was slight tendency for increased drinking to be associated with a more intense transition and decreased comfort in civilian roles.

Psychological fitness (happiness - E-73) was more strongly associated with all the transition variables than indices of physical fitness and health.

5.5.6 Regression Equations: Regressing the Dependent Variables on the Mental and Physical Health, Control and Esteem and Self Image Variables:

The items representing self esteem, self image, control over the transition, mental and physical health, reasons for leaving the ADF and personality variables formed an item pool against which the dependent variables were regressed separately. Table 5:16 shows the results of this analysis.

A-146, the variable expressing the degree of felt control over the transition and either one of the two GHQ sub scales (Strain and Useful) emerged in all the regression equations. None of the physical health variables offered any unique contribution to 'explained' variance, nor did any of the self image variables. Esteem appeared in two equations.

Single-mindedness of purpose in terms of not 'doing things differently' (A-148) and an unpreparedness to compromise (A-156) appeared in most of the equations. Despite relatively low correlations between the dependent variables and the reasons for leaving the ADF, dissatisfaction with the ADF, the seeking
Table 5:16

Table Regressing the Dependent Variables on Personality Variables, Indices of Control, Self Esteem, Self Image and Reasons for Leaving the ADF, Mental and Physical Health Variables.

A-138: Time taken to find a suitable job
Variables: A-146 A-148 Dissat Useful
\[ r = -37 -31 -12 23 \]
\[ \beta = -257 -194 -121 099 \]

A-139: Time taken to sort out finances
Variables: A-146 Strain A-148 Future
\[ r = -38 27 27 09 \]
\[ \beta = -291 118 -108 090 \]

A-140: Time taken to feel comfortable as a civilian
Variables: A-146 A-156 A-148 Strain
\[ r = -43 -32 -36 31 \]
\[ \beta = -280 -157 -146 116 \]

A-141: Time taken to settle the family into civilian life
Variables: A-146 Strain
\[ r = -39 24 \]
\[ \beta = -351 106 \]

A-142: Time taken to find suitable accommodation
Variables: A-146 Strain Stable Change
\[ r = -37 24 -12 05 \]
\[ \beta = -321 125 -128 109 \]

A-143: Time taken to complete the transition
Variables: A-146 A-148 Growth Strain
\[ r = -47 -37 08 29 \]
\[ \beta = -366 -184 092 095 \]

Impact: The intensity of the transition
\[ r = -61 -54 42 -42 45 -08 -32 \]
\[ \beta = -358 -261 158 -128 110 -074 -076 \]

A-151: Degree of comfort in present job
Variables: A-156 Useful A-146 A-148 Avoid Esteem
\[ r = -45 44 -39 -40 33 -31 \]
\[ \beta = -250 264 -141 -136 089 -086 \]

A-152: Degree of comfort as a civilian
Variables: A-146 E-73 A-156 Avoid Useful
\[ r = -51 41 -37 33 38 \]
\[ \beta = -339 177 -177 109 116 \]

Note: decimal points omitted in the equations. N=725.
of a new future, greater stability for the family and a change of life appeared in four of the nine equations. The coping measure, Avoid, appeared in two of the equations, and the Growth index appeared in one.

Multiple Correlations range from .404 to a very substantial .752 accounting for some 56% of total variance of the Impact index which is a measure of the intensity of the transition experience. The relatively high multiple correlations obtained in this table, vis-a-vis those encountered in other tables relating to the indices of socialisation and the impact of life events and intentional change, perhaps, are indicative of the relative importance of 'psychological' variables focussing on ways of coping with and controlling the nature of the transition. Feelings of being in control, of personal empowerment appear to be more strongly related to transition processes and transition outcomes than physical health variables, intentional change, life events, social support, and prior socialisation processes.

5.6 Section 5: Work As A Civilian

5.6.1 Introduction:
As mentioned earlier, most respondents opted to be meaningfully occupied either as employees or self-employed. 78% of respondents had not given much thought to pursuing other or alternative life styles (item E-18). The reason for this is not really clear but it could have been because of perceived family responsibilities. In other words, entry to the workforce seemed to be the accepted norm. Respondents seemed to prefer working either as a continuation of an established career pattern or in terms of a discontinuity - self employment. Leisure life styles were rarely considered.
Table 5:17

Table Showing Zero Order Pearson Product Moment Correlations Between the Dependent Variables and Indices of Comparison of the Working Conditions in the ADF with those in Civilian Life.

<table>
<thead>
<tr>
<th>Duration of the Transition</th>
<th>Autonomy</th>
<th>People Conditions</th>
<th>Career</th>
<th>Diff</th>
<th>Challenge</th>
<th>Talent Level</th>
</tr>
</thead>
<tbody>
<tr>
<td>A-138 - Job</td>
<td>r -20**</td>
<td>-16** -18** -16**</td>
<td>19**</td>
<td>-14**-27** -18**</td>
<td></td>
<td></td>
</tr>
<tr>
<td>A-139 - Finances</td>
<td>r -08</td>
<td>-07 -09 -11*</td>
<td>03</td>
<td>-11* -15** -12*</td>
<td></td>
<td></td>
</tr>
<tr>
<td>A-140 - Civilian</td>
<td>r -28*** -26** -26** -20** 24** -28** -17** -15**</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>A-141 - Family</td>
<td>r -09</td>
<td>-12* -13* -09</td>
<td>09</td>
<td>-21** -09 -03</td>
<td></td>
<td></td>
</tr>
<tr>
<td>A-142 - Live</td>
<td>r 03</td>
<td>01 -01 04</td>
<td>04</td>
<td>-08 -11* -14**</td>
<td></td>
<td></td>
</tr>
<tr>
<td>A-143 - Civilian</td>
<td>r -23**</td>
<td>-19** -19** -18**</td>
<td>18**</td>
<td>-22** -18** -10</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

Intensity of Transition
Impact
r -39** -33** -38** -33** 29** -44** -32** -24**

Degree of Comfort
A-151 - in Job
r -34** -34** -30** -29** 37** -31** -31** -21**
A-152 - as Civilian
r -36** -31** -34** -26** 27** -44** -22** -18**

Decimal Points Omitted.
All probability levels 1 tailed
* p < .01
** p < .001
N=524
5.6.2 Indices of Comparison - Work in the ADF and Work as a Civilian:

The broad based hypothesis suggested that where ex-servicemen viewed working conditions in the ADF more favourably than those in civilian life then this would have the effect of increasing the time to complete transition tasks, intensify the impact of the transition and decrease the comfort in civilian roles. There was widespread support for the hypothesis. The four indices (Autonomy, People, Conditions, Career) tapped the perceptions of ex-servicemen towards various aspects of working situations, namely the amount of freedom exercised at work; physical conditions; people and career prospects.

Table 5:17 presents this data and shows strong support for the hypothesis, for example 27 of the 36 correlations between the four indices and the dependent variables were statistically significant.

The correlations between the four indices and the duration variables are lower than for those among the impact and comfort variables suggesting that these indices have a greater role to play in predicting the present state of comfort in civilian roles than in predicting the duration of the transition. It suggests that the nature of the job obtained after discharge has a role in ameliorating or otherwise the intensity of the transition.

The 'Diff' index compares the ratings of the most satisfactory position held in the ADF in the five years prior to discharge with the most satisfying position held in civilian life since discharge. The data shows that those who ranked their civilian jobs higher took less time to feel comfortable as a civilian; had a less intense transition and felt more comfortable in civilian roles. Whilst these results are not unexpected, they
indirectly provide construct validity for the dependent variables. The relatively high correlation between the Diff index and A-151 (degree of comfort in present job) bears this out.

Respondents who view their civilian employment environment in more favourable terms than the environment within the ADF, experience a lesser intensity of the transition experience and tend to manifest better psychological health as measured by the 'chronic' \( r = .17 \ p< .001 \) and 'transient' \( r = .30 \ p< .001 \) sub-scales of the GHQ.

5.6.3 Discrepancies between Work Aspirations and Level of Work Obtained:

Level is a discrepancy score between level of work aspirations and actual level of job obtained. Table 5.17 shows this data. The negative correlations between the Level index and the dependent variables indicate that those whose expectations were higher than their achievements tended to take longer to complete most transition tasks, to experience the transition more intensely and to tended to feel less comfortable in civilian roles.

Table 5:18 sets out for each occupational level the frequencies and percentages of aspirations and actualities, for both level and area of work. Men were encouraged to indicate a range of choices, and thus, there could well be multiple sets of responses.

First of all there is a great deal of concordance between the rankings of career area hoped for and that actually obtained. Many men had great difficulty allocating their particular occupation to a career area, hence the large Other category.
Table 5:18

Frequencies and Percentages Within Each Occupational Level and Career Area, for Both Hopes and Actualities.

a) Occupational level

<table>
<thead>
<tr>
<th>Employed by others:</th>
<th>Hoped For</th>
<th>Obtained</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>f</td>
<td>%</td>
</tr>
<tr>
<td>Unskilled</td>
<td>77</td>
<td>9.4</td>
</tr>
<tr>
<td>Tradesman</td>
<td>109</td>
<td>13.3</td>
</tr>
<tr>
<td>Technician</td>
<td>72</td>
<td>8.5</td>
</tr>
<tr>
<td>Paraprofessional</td>
<td>78</td>
<td>9.5</td>
</tr>
<tr>
<td>Clerical/sales</td>
<td>60</td>
<td>7.3</td>
</tr>
<tr>
<td>Middle management</td>
<td>272</td>
<td>33.2</td>
</tr>
<tr>
<td>Professional</td>
<td>105</td>
<td>12.8</td>
</tr>
<tr>
<td>Upper management</td>
<td>39</td>
<td>4.8</td>
</tr>
<tr>
<td>Other</td>
<td>7</td>
<td>.9</td>
</tr>
<tr>
<td>Total</td>
<td>819</td>
<td>100.0</td>
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</table>

Self-employed

<table>
<thead>
<tr>
<th></th>
<th>f</th>
<th>%</th>
<th>f</th>
<th>%</th>
</tr>
</thead>
<tbody>
<tr>
<td>Unskilled</td>
<td>44</td>
<td>22.0</td>
<td>44</td>
<td>23.0</td>
</tr>
<tr>
<td>Tradesman</td>
<td>35</td>
<td>17.5</td>
<td>30</td>
<td>15.7</td>
</tr>
<tr>
<td>Technician</td>
<td>12</td>
<td>6.0</td>
<td>4</td>
<td>2.1</td>
</tr>
<tr>
<td>Paraprofessional</td>
<td>19</td>
<td>9.5</td>
<td>16</td>
<td>8.4</td>
</tr>
<tr>
<td>Clerical/sales</td>
<td>9</td>
<td>4.5</td>
<td>14</td>
<td>7.3</td>
</tr>
<tr>
<td>Middle management</td>
<td>28</td>
<td>14.0</td>
<td>23</td>
<td>12.1</td>
</tr>
<tr>
<td>Professional</td>
<td>27</td>
<td>13.5</td>
<td>30</td>
<td>15.7</td>
</tr>
<tr>
<td>Upper management</td>
<td>26</td>
<td>13.0</td>
<td>30</td>
<td>15.7</td>
</tr>
<tr>
<td>Total</td>
<td>200</td>
<td>100.0</td>
<td>191</td>
<td>100.0</td>
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</table>

Other:

<table>
<thead>
<tr>
<th></th>
<th>f</th>
<th>%</th>
<th>f</th>
<th>%</th>
</tr>
</thead>
<tbody>
<tr>
<td>Retired</td>
<td>54</td>
<td>60.0</td>
<td>58</td>
<td>38.7</td>
</tr>
<tr>
<td>Student</td>
<td>19</td>
<td>21.1</td>
<td>25</td>
<td>16.7</td>
</tr>
<tr>
<td>Unemployed</td>
<td>1</td>
<td>1.1</td>
<td>28</td>
<td>18.7</td>
</tr>
<tr>
<td>Domestic duties</td>
<td>4</td>
<td>4.4</td>
<td>28</td>
<td>18.7</td>
</tr>
<tr>
<td>Other</td>
<td>12</td>
<td>13.4</td>
<td>11</td>
<td>7.2</td>
</tr>
<tr>
<td>Total</td>
<td>94</td>
<td>100.0</td>
<td>150</td>
<td>13.5</td>
</tr>
</tbody>
</table>

b) Career Area

<table>
<thead>
<tr>
<th></th>
<th>f</th>
<th>%</th>
<th>f</th>
<th>%</th>
</tr>
</thead>
<tbody>
<tr>
<td>Outdoors</td>
<td>261</td>
<td>22.6</td>
<td>193</td>
<td>19.4</td>
</tr>
<tr>
<td>Mechanical/electrical</td>
<td>244</td>
<td>21.1</td>
<td>197</td>
<td>19.8</td>
</tr>
<tr>
<td>Computational</td>
<td>62</td>
<td>5.4</td>
<td>47</td>
<td>4.7</td>
</tr>
<tr>
<td>Scientific</td>
<td>32</td>
<td>2.8</td>
<td>23</td>
<td>2.3</td>
</tr>
<tr>
<td>Persuasive</td>
<td>89</td>
<td>7.7</td>
<td>110</td>
<td>11.0</td>
</tr>
<tr>
<td>Aesthetic</td>
<td>24</td>
<td>2.1</td>
<td>17</td>
<td>1.7</td>
</tr>
<tr>
<td>Social Service</td>
<td>72</td>
<td>6.2</td>
<td>38</td>
<td>3.8</td>
</tr>
<tr>
<td>Clerical</td>
<td>166</td>
<td>14.4</td>
<td>142</td>
<td>14.2</td>
</tr>
<tr>
<td>Medical</td>
<td>17</td>
<td>1.5</td>
<td>18</td>
<td>1.8</td>
</tr>
<tr>
<td>Other</td>
<td>187</td>
<td>16.2</td>
<td>212</td>
<td>21.3</td>
</tr>
<tr>
<td>Total</td>
<td>1154</td>
<td>100.0</td>
<td>997</td>
<td>100.0</td>
</tr>
</tbody>
</table>
Outdoors work and work in the mechanical/electrical area dominated the career area choices. This was followed by clerical/administrative and persuasive career areas. A number of servicemen go into the selling of insurance and real estate, jobs which give a great deal of autonomy, and where hard work and initiative are rewarded through the commission system.

The next point to be noted is that in the face of the realities of civilian occupation and employment market, there was a tendency for a lowering of aspirations and hopes. There was a substantial increase in those having to move into the 'unskilled' level (an increase from about 9% of those employed by other to about 19%). Approximately 33% of those leaving the ADF to work for others expected to obtain positions at about the middle management level. The reality was that only about a 21% managed to do so. More went into the clerical/sales level work than expected to initially.

Those opting to be self-employed appeared to exhibit more consistency and congruence between expectations and achievements in terms of the allocation of responses among categories. Individuals, by and large were able to obtain employment in their chosen career area (approximately 73% indicated no change of career area), but only 60% approximately were able to find employment at the level they had hoped for. Approximately 15% did better than hoped for, and in 25% of cases, respondents moved into lower career levels than hoped for. Indeed, those whose expectations were higher than their achievements tended to take longer to complete all transition tasks; to experience greater chronic and transient stress, and suffer greater intensity of transition experience, and suffer lower self esteem than those whose career level choice matched their expectations (Table 5:18a).
5.6:4 Use of Talents in Civilian Life

Where respondents felt that their talents and skills obtained in the ADF were being put to good use by civilian employers, then this was associated with a shorter time to complete transition tasks, a reduced transition intensity and increased comfort in civilian roles. There was strong support for hypothesis 4.39:2 in the data presented in Table 5:17.

Associated with the perceived use of respondents' talents by civilian employers is the proactive behaviour of the respondents. Table 5:17 shows that where respondents were able to accept that challenges and opportunities inherent within the transition to civilian life, then this was associated with a decreased time to complete transition tasks, decreased intensity of the transition and a marked increase in comfort within civilian roles.

5.6:5 Barriers to Employment:

Table 5:19 sets out the Pearson Product Moment correlations between the dependent variables and those aspects of the environment which contributed to or hindered the obtaining of suitable employment. The biggest perceived barrier was the failure of civilian employers in recognising and accepting ADF qualifications, experience and training. This failure was associated with a longer time to obtain suitable employment and increased time taken to feel comfortable as a civilian, a more intense transition and greater degree of discomfort in civilian roles.

Indeed most of the indices which were barriers to employment operated in that fashion. They tended to prolong the time required to obtain suitable employment and intensified the transition for respondents, with in some cases a consequence for the degree of comfort in civilian roles.
Table 5:18(a)
Table Showing Chi Square Statistics for the Dependent Variables and Difference Scores Between Level of Aspiration and Achievement

<table>
<thead>
<tr>
<th>Variable Description</th>
<th>Chi Sq.</th>
<th>df</th>
<th>p</th>
</tr>
</thead>
<tbody>
<tr>
<td>A-138 Time to obtain employment</td>
<td>59.795</td>
<td>8</td>
<td>.0000</td>
</tr>
<tr>
<td>A-139 Time to sort out finance</td>
<td>30.400</td>
<td>8</td>
<td>.0000</td>
</tr>
<tr>
<td>A-140 Time to settle as a civilian</td>
<td>37.195</td>
<td>8</td>
<td>.0000</td>
</tr>
<tr>
<td>A-141 Time taken to settle family</td>
<td>14.539</td>
<td>8</td>
<td>.0000</td>
</tr>
<tr>
<td>A-142 Time to obtain accommodation</td>
<td>22.237</td>
<td>8</td>
<td>.0000</td>
</tr>
<tr>
<td>A-143 Time taken overall</td>
<td>33.164</td>
<td>8</td>
<td>.0000</td>
</tr>
<tr>
<td>A-151 Degree of comfort in job</td>
<td>92.050</td>
<td>12</td>
<td>.0000</td>
</tr>
<tr>
<td>A-152 Degree of comfort as civilian</td>
<td>61.501</td>
<td>12</td>
<td>.0000</td>
</tr>
<tr>
<td>Intensity of transition experience</td>
<td>81.063</td>
<td>8</td>
<td>.0000</td>
</tr>
<tr>
<td>GHQ - Chronic (Strain) subscale</td>
<td>21.094</td>
<td>6</td>
<td>.0018</td>
</tr>
<tr>
<td>GHQ - Transient (Useful) subscale</td>
<td>30.997</td>
<td>4</td>
<td>.0000</td>
</tr>
<tr>
<td>Self Esteem</td>
<td>9.602</td>
<td>4</td>
<td>.0477</td>
</tr>
<tr>
<td>Locus of Control</td>
<td>5.923</td>
<td>8</td>
<td>.6558</td>
</tr>
</tbody>
</table>
Finding suitable employment was not a function of the children's needs for schooling (C-85), perceived personality factors of the health and fitness status of the respondent (C-87; C-88). Not included in the table are those barriers which had no effect on the dependent variables, eg the role of Unions and Licensing Authorities in the recognition of ADF expertise, qualifications, training and experience.

The decision of where to relocate (C-83) was important in facilitating the transition process. A failure to choose the appropriate place without due regard for the prospects of employment, prolonged and intensified the transition process and led to decreased comfort in civilian roles. Many respondent's believed that their age was a problem in making the transition to civilian employment.

Too high a set of aspirations (C-78) and not being qualified enough (C-80) were also associated with a longer time to obtain suitable employment, and increased intensity of the transition and reduced comfort in civilian roles.

5.6.6 How well do they do?
One of the key elements in Defence Department resettlement philosophy is that men and women leaving the ADF should not be disadvantaged within the civilian environment in terms of pay, status and prestige, etc. as a result of their serving in the ADF. Items C-67 to C-71 sought information about their level of salary-pay after discharge as a function of their salary-pay before discharge.

The data shows that most respondents expected to obtain a similar salary upon discharge to the one they were earning in the ADF (C-68 mean 2.415, sd. 1.145; N=911). Their earnings in the first position obtained after discharge were less than
expected (C-69 mean 2.089, sd. 1.258 N=866), but that after a while, earnings had increased beyond that hoped for prior to discharge from the ADF (C-71 mean 3.140 sd. 1.466; N=866). It is highly unlikely that these differences occurred by chance.

There were significant differences among the three groups of 'employment' category for salary hoped for at discharge; salary at first job after discharge, and salary at present. The original hoped-for salary and initial salary tended to follow a similar pattern — the self-employed appeared to have higher expectations of their initial salary, and that this was borne out in practice. Likewise, there was congruence between the hoped-for salary and that actually obtained initially for the employed group — their expectations were not so ambitious. The 'retired' group perceived their earning capacity to be the lowest, and this appeared to be the actual case, immediately after discharge. Salary levels among the three groups were significantly different, but there was no discernible pattern. The retired group figured more prominently than by chance in the lowest income group; in the highest income bracket, the self employed were over-represented, and the employed group under-represented, with the positions being reversed for the second highest salary bracket (i.e. the employed group were over-represented, and the other two groups under-represented beyond mere chance).

There was no relationship between the dependent variables and the salary expected to be obtained after discharge (Sal1 - Table 5:20). The higher the actual salary (Sal2) obtained immediately after discharge was related to a shorter time to obtain suitable employment, a reduced intensity of the transition experience and a greater degree of comfort in civilian employment.
Table: 5:19

Table Showing Zero Order Pearson Product Moment Correlations
Between the Dependent Variables and Selected 'Barriers' to Employment

<table>
<thead>
<tr>
<th>Duration of the Transition:</th>
<th>Barriers to Employment</th>
<th>Emps</th>
<th>C78</th>
<th>C79</th>
<th>C80</th>
<th>C81</th>
<th>C82</th>
<th>C83</th>
<th>C84</th>
<th>C85</th>
<th>C86</th>
<th>C87</th>
<th>C88</th>
</tr>
</thead>
<tbody>
<tr>
<td>A-138 - Job</td>
<td>r 28** 21** 17** 12* 26** 23** 22** 12* 05 10 06</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
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<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>A-139 - Finances</td>
<td>r 07 11* 01 12* 10* 02 12* 12* 11* 10 19**</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
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<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>A-140 - Civilian</td>
<td>r 16** 16** 09 14** 09 05 08 10* 01 08 08</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>A-141 - Family</td>
<td>r 05 03 03 06 07 03 13* 07 15** 02 07</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>A-142 - Live</td>
<td>r 04 04 01 06 04 08 21** 16** 15* 07 04</td>
<td></td>
<td></td>
<td></td>
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<td></td>
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<tr>
<td>A-143 - Civilian</td>
<td>r 17** 13** 12* 18** 17** 11* 12* 12* 07 03 11*</td>
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<tr>
<td>Intensity of Transition</td>
<td>r 25** 19** 12* 19** 20** 15** 24** 16** 10 15** 12*</td>
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<tr>
<td>Impact</td>
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<td></td>
</tr>
<tr>
<td>A-151 - in Job</td>
<td>r 21** 15** 12* 23** 22** 13* 19** 10* 08 16** 12*</td>
<td></td>
<td></td>
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</tr>
<tr>
<td>A-152 - as Civilian</td>
<td>r 19** 17** 12* 10* 18** 09 16** 03 08 13** 13*</td>
<td></td>
<td></td>
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</tr>
</tbody>
</table>

Decimal Points Omitted. All correlations - negative.
All probability levels 1 tailed
* p < .01
** p < .001
N=524

Exp = Recognition of qualification and experience by Employers
C78 Aspirations too high           C79 ADF status/rank
C80 Not qualified enough          C81 Age
C82 Too highly qualified          C83 Choice of resettlement locality
C84 Inadequate resettlement assistance C85 Family needs
C87 Personality factors           C88 Medical/health status

Recognition of experience and qualifications by Unions (Unions) and State Licencing Authorities (Thorities), and item C-86 (Personal aspirations were too low) omitted from the table as no correlations with dependent variables were significant beyond .01 level.
The higher the salary level at the time of the completion of the questionnaire in relation to salary first obtained after discharge, the shorter the time to obtain suitable employment and shorter time to feel comfortable as a civilian. House ownership was associated with a quicker time to sort out finances, settle the family into civilian life, obtaining suitable accommodation (obviously) and reduced intensity of the transition experience.

Category of employment (Table 5:20) appeared to have little relationship with the intensity of the transition and the degree of comfort variables, or with the total duration of the transition or the time taken to feel comfortable as a civilian (A-143 and A-140 respectively). Being employed was significantly related to the time to complete the more mechanical aspects of the transition, of assisting the family to settle into civilian life, obtaining suitable accommodation, sorting out finances and time required to find suitable work.

Being in receipt of a pension and having few concerns about pension commutation (Pens and Comm - Table 5:20) was independent of all dependent variables except for the finding of suitable accommodation. A lack of planning (Prep - item A-21), of preparation was a factor in prolonging and intensifying the transition, and for the reduced comfort in civilian roles.

The family responsibility indices were created by incorporating marital status; numbers of dependents (children and relatives) and debt commitments before discharge (Res1)and at time of the completion of the questionnaire (Res2). Apart from a slight relationship between level of family responsibility at time of discharge and sorting out suitable accommodation (A-142), time to complete all other transition tasks, the intensity of the transition experience, and degree of felt comfort as a civilian
Table: 5:20

Table showing Zero Order Pearson Product Moment Correlations
Between the Dependent Variables, Preparation for Resettlement,
Employment Status, Salary Levels, and Other Variables

<table>
<thead>
<tr>
<th>Duration of the Transition:</th>
<th>Prep</th>
<th>Comm</th>
<th>Pens</th>
<th>Empl</th>
<th>Sal1</th>
<th>Sal2</th>
<th>Sal3</th>
<th>House</th>
<th>Res1</th>
<th>Res2</th>
</tr>
</thead>
<tbody>
<tr>
<td>A-138 - Job r</td>
<td>15**</td>
<td>-01</td>
<td>01</td>
<td>12*</td>
<td>-04</td>
<td>-17**</td>
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<td>-07</td>
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<td>-04</td>
</tr>
<tr>
<td>A-139 - Finances r</td>
<td>10</td>
<td>07</td>
<td>04</td>
<td>10*</td>
<td>03</td>
<td>-07</td>
<td>-06</td>
<td>-12*</td>
<td>05</td>
<td>10*</td>
</tr>
<tr>
<td>A-140 - Civilian r</td>
<td>20**</td>
<td>05</td>
<td>-06</td>
<td>03</td>
<td>01</td>
<td>-09</td>
<td>-13*</td>
<td>-05</td>
<td>00</td>
<td>-02</td>
</tr>
<tr>
<td>A-141 - Family r</td>
<td>10</td>
<td>01</td>
<td>-02</td>
<td>15**</td>
<td>04</td>
<td>-01</td>
<td>-03</td>
<td>-13*</td>
<td>-04</td>
<td>03</td>
</tr>
<tr>
<td>A-142 - Live r</td>
<td>09</td>
<td>13**</td>
<td>18**</td>
<td>13*</td>
<td>11*</td>
<td>02</td>
<td>00</td>
<td>-24**</td>
<td>-10</td>
<td>-00</td>
</tr>
<tr>
<td>A-143 - Civilian r</td>
<td>17**</td>
<td>03</td>
<td>-02</td>
<td>06</td>
<td>01</td>
<td>-10</td>
<td>-09</td>
<td>-07</td>
<td>05</td>
<td>00</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Intensity of Transition</th>
<th>Prep</th>
<th>Comm</th>
<th>Pens</th>
<th>Empl</th>
<th>Sal1</th>
<th>Sal2</th>
<th>Sal3</th>
<th>House</th>
<th>Res1</th>
<th>Res2</th>
</tr>
</thead>
<tbody>
<tr>
<td>Impact r</td>
<td>23**</td>
<td>02</td>
<td>02</td>
<td>09</td>
<td>01</td>
<td>-14**</td>
<td>-22**</td>
<td>-12*</td>
<td>-04</td>
<td>-03</td>
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</tbody>
</table>

<table>
<thead>
<tr>
<th>Degree of Comfort</th>
<th>Prep</th>
<th>Comm</th>
<th>Pens</th>
<th>Empl</th>
<th>Sal1</th>
<th>Sal2</th>
<th>Sal3</th>
<th>House</th>
<th>Res1</th>
<th>Res2</th>
</tr>
</thead>
<tbody>
<tr>
<td>A-151 - in Job r</td>
<td>22**</td>
<td>-00</td>
<td>-04</td>
<td>01</td>
<td>-01</td>
<td>-11*</td>
<td>-16**</td>
<td>-03</td>
<td>02</td>
<td>04</td>
</tr>
<tr>
<td>A-152 - as Civilian r</td>
<td>14**</td>
<td>-00</td>
<td>-06</td>
<td>02</td>
<td>00</td>
<td>-06</td>
<td>-15**</td>
<td>-05</td>
<td>01</td>
<td>-00</td>
</tr>
</tbody>
</table>

Decimal Points Omitted.
All probability levels 1 tailed
*   p < .01
**  p < .001
N=524

Prep  Preparation for Civilian Life
Comm  Commutation of Service Pension
Sal1  Hoped for Salary at discharge
Sal2  Salary actually obtained at discharge
Sal3  Salary at time of the completion of the questionnaire.
Pension  In receipt of service pension
House  Ownership of home
Empl  Employment status
Resp1  Family responsibilities at time of discharge
Resp2  Family responsibilities at time of completion of questionnaire.
and as a worker; and amount of psychological distress as measured by the two sub-scales of the GHQ, and employment category were independent of scores on the family responsibility indices, giving no support to hypotheses 4.39:6;7.

In summary, there was support for the series of hypotheses which suggested that where working and working conditions in the ADF were viewed more positively than those obtaining in civilian life, then this was associated with a longer time to complete all the transition tasks, a greater intensity of the transition and decreased comfort in civilian roles.

By and large where respondents believed they were 'doing well' in terms of salary, felt that their qualifications were being put to good use in the acceptance of the challenges of civilian life then these factors were all associated with a quicker transition, reduced transition intensity and greater degrees of comfort in civilian roles.

Good preparation for entry into civilian life, appropriate resettlement location, realistic level of aspirations all functioned to 'ease' the transition into civilian life.

5.6:7 Regressing the Dependent Variables on the Work and Work Related Variables:
Table 5:21 sets out the series of regression equations of the dependent variables on the work and work related variables. Multiple correlations range from a low .28 (A-139) to a high .62 (Impact). The data suggests that work related variables are more likely to have a stronger impact on the intensity of the transition and the degree of comfort indices rather than upon the time required to complete transition tasks.
Table 5.21

Table Regressing the Dependent Variables on Employment and Related Variables.

A-138: Time taken to find a suitable job
Variables: Employer Talent C82 C83 Unions C81
\[ r = -28, -27, -23, -22, 00, -26 \]
\[ \beta = -183, -161, -159, -125, 137, -125 \]

A-139: Time taken to sort out finances
Variables: C88 Talent Res2 Auth
\[ r = -19, -15, 10, 07 \]
\[ \beta = -171, -162, 129, 112 \]

A-140: Time taken to feel comfortable as a civilian
Variables: Autonomy Prep Challenge
\[ r = -29, 20, -29 \]
\[ \beta = -184, 229, -236 \]

A-141: Time taken to settle the family into civilian life
Variables: Challenge Employed C85 Prep
\[ r = -21, 14, -15, 10 \]
\[ \beta = -214, 156, -128, 128 \]

A-142: Time taken to find suitable accommodation
Variables: Housing C83 Pension LevelA
\[ r = -24, -21, 18, -14 \]
\[ \beta = -183, -177, 140, -111 \]

A-143: Time taken to complete the transition
Variables: Autonomy C80 Challenge Prep
\[ r = -23, -18, -22, 17 \]
\[ \beta = -151, -131, -172, 152 \]

Impact: The intensity of the transition
Variables: Challenge Prep Autonomy Talent C83 Employed Pension
\[ r = -43, 23, -39, -31, -24, 09, 02 \]
\[ \beta = -345, 236, -243, -129, -137, 109, 110 \]

A-151: Degree of comfort in present job
Variables: Diff Talent Challenge Prep People C80
\[ r = 37, -31, -31, 22, -34, -23 \]
\[ \beta = 210, -158, -208, 188, -149, -108 \]

A-152: Degree of comfort as a civilian
Variables: Challenge Prep Autonomy Employer
\[ r = -44, 14, -35, -19 \]
\[ \beta = -381, 163, -173, -101 \]

Note: decimal points omitted in the equations. N=524.
Some 19% of the variance of the time required to obtain suitable employment was accounted for by the attitudes of civilian employers to the acceptance and (hypothesis 4.39:2) recognition of the skills and expertise of ex-ADF personnel. Congruent with this, was the personal belief of respondents' that their skills and talents were being put to good use in their civilian employment. Level of qualifications, resettlement locality and age also made unique contributions to the equation.

Feelings of autonomy within the job, adequate preparation and an acceptance of the challenges and opportunities within the civilian environment were associated with a shorter time to feel comfortable in civilian life, and with the addition of appropriate qualifications (C-80) were predictive of a shorter transition overall.

The intensity of the transition was exacerbated by a relative failure to capitalise on the opportunities offered by the discharge, a lack of preparation, a lack of freedom in the civilian job and a perceived inability to utilise talents and skills, together with a poor resettlement location, and lack of work.

Decreased degree of comfort in the present (civilian) job was a function of the perceived differences between ADF and civilian working conditions in favour of the ADF, a poor regard for the people and the civilian working environment, coupled with perceived non-use of talents and skills by civilian employers, and inadequate preparation for civilian life together with a failure to grasp opportunities in civilian life because, perhaps, of limited qualifications.

The inter-relationship of the civilian roles is seen in the regressing of A-152, degree of comfort as a civilian on the
independent variables. Working conditions and employer support are crucial to life as a whole as a civilian. Most importantly, however, in the adjustment to civilian life was the acceptance of the challenges and opportunities offered by the discharge into civilian life facilitated by, perhaps, adequate preparation.

5.7 The Dependent Variables and Expectations and Confidence in the Future Prior to Discharge

Tables 5:22 and 5:23 set out the Pearson Product Moment Correlations between the dependent variables and variables expressing the degree of felt confidence or surety in their future after discharge (items A-4 to A-9) and estimates of the time likely to be taken to complete transition tasks. Table 5:23 identifies show a series of regression equations those items likely to be predictive of the time to complete the transition tasks, the intensity of the transition and degree of comfort in civilian roles.

Included within Table 5:22 are variables representing the duration of beginning to think seriously about leaving the ADF and date of actual discharge (A-2), level of education at discharge, and Year of Discharge (Yrdis).

It appears that the longer the period between thinking seriously about leaving and actually leaving the greater the possibility of feeling comfortable as a civilian, and the lesser the intensity of the transition experience. The higher the education level of respondents at discharge, the less intense was the transition experience. The Year of Discharge as indicated earlier is largely unrelated to any of the dependent variables.
Table: 5:22

Table Showing Zero Order Pearson Product Moment Correlations Between the Dependent Variables, Time Thinking about Discharge, and Confidence in their Future, Educational Level, Year of Discharge.

<table>
<thead>
<tr>
<th></th>
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</thead>
<tbody>
<tr>
<td>A-138 - Job</td>
<td>r</td>
<td>-05</td>
<td>25**</td>
<td>08</td>
<td>17**</td>
<td>19**</td>
<td>12**</td>
<td>19**</td>
<td>-02</td>
</tr>
<tr>
<td>A-139 - Finances</td>
<td>r</td>
<td>-04</td>
<td>11*</td>
<td>15**</td>
<td>36**</td>
<td>26**</td>
<td>24**</td>
<td>26**</td>
<td>03</td>
</tr>
<tr>
<td>A-140 - Civilian</td>
<td>r</td>
<td>-06</td>
<td>14**</td>
<td>12**</td>
<td>24**</td>
<td>49**</td>
<td>32**</td>
<td>41**</td>
<td>-06</td>
</tr>
<tr>
<td>A-141 - Family</td>
<td>r</td>
<td>-03</td>
<td>05</td>
<td>23**</td>
<td>17**</td>
<td>28**</td>
<td>53**</td>
<td>28**</td>
<td>00</td>
</tr>
<tr>
<td>A-142 - Live</td>
<td>r</td>
<td>-05</td>
<td>09*</td>
<td>40**</td>
<td>30**</td>
<td>22**</td>
<td>28**</td>
<td>21**</td>
<td>02</td>
</tr>
<tr>
<td>A-143 - Civilian</td>
<td>r</td>
<td>-04</td>
<td>12**</td>
<td>14**</td>
<td>24**</td>
<td>44**</td>
<td>32**</td>
<td>37**</td>
<td>-03</td>
</tr>
<tr>
<td>Intensity of Transition Impact</td>
<td>r</td>
<td>-09*</td>
<td>20**</td>
<td>15**</td>
<td>26**</td>
<td>41**</td>
<td>30**</td>
<td>34**</td>
<td>-11**</td>
</tr>
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<td></td>
<td></td>
</tr>
<tr>
<td>A-151 - in Job</td>
<td>r</td>
<td>-07</td>
<td>23**</td>
<td>10*</td>
<td>19**</td>
<td>26**</td>
<td>16**</td>
<td>25**</td>
<td>-04</td>
</tr>
<tr>
<td>A-152 - as Civilian</td>
<td>r</td>
<td>-11**</td>
<td>16**</td>
<td>10*</td>
<td>18**</td>
<td>37**</td>
<td>25**</td>
<td>29**</td>
<td>-07</td>
</tr>
</tbody>
</table>

Decimal Points Omitted.
All probability levels 1 tailed
* p < .01
** p < .001
N= 807

A-2 How long was this (thinking seriously about discharge) before you were actual
At That time how sure were you about:
A-4 what you might do when you left the ADF?
A-5 where you might live?
A-6 what your financial position might be?
A-7 how you might adapt to civilian life?
A-8 how your family might adapt to the change?
A-9 the nature and demands of the change you were about to make?
As is to be expected, the correlations between a specific 'duration' variable and the and its counterpart independent variable expressing a degree of confidence or surety in the respondents' ability to cope with that specific task was higher than the correlations between the dependent variable and other independent variables. For example the correlation between A-141 (time required to settle the family into civilian life) and the degree of surety with that task was $r = .52$, whereas the correlations between A-141 and degree of surety in handling other aspects of the transition were significantly lower.

These results add weight to the construct validity of the dependent variables, and suggest that those people who lack confidence are the ones most likely to have difficulty with their transition, in terms of its intensity and time to complete specific transition tasks.

The correlation between A-4 and A-138 is attenuated and lower than, for example, A-140 and A-7 because of the lack of specificity of item A-4. Item A-4 laid open the possibility that respondents might adopt an alternative life style to that which involved work, job or a continuation of a career.

In Table 5:23 there are substantial correlations between the estimates to complete a transition task and the actual time taken to complete these tasks. These correlations are much more substantial than those between the dependent variables and respondents' expressed confidence in their capacity to deal with those tasks after discharge. The correlations between the intensity index and the degree of comfort variables are substantially less than for the duration variables.
### Table: 5:23

Table Showing Zero Order Pearson Product Moment Correlations Between the Dependent Variables, Estimated Time to Complete, Transition Tasks, Service, Rank and Length of Service.

<table>
<thead>
<tr>
<th>Duration of the Transition:</th>
<th>A-10</th>
<th>A-11</th>
<th>A-12</th>
<th>A-13</th>
<th>A-14</th>
<th>Service</th>
<th>Rank</th>
<th>Howlong</th>
</tr>
</thead>
<tbody>
<tr>
<td>A-138 - Job</td>
<td>r</td>
<td>41**</td>
<td>12**</td>
<td>16**</td>
<td>11**</td>
<td>15**</td>
<td>06</td>
<td>-06</td>
</tr>
<tr>
<td>A-139 - Finances</td>
<td>r</td>
<td>10*</td>
<td>62**</td>
<td>24**</td>
<td>26**</td>
<td>22**</td>
<td>-02</td>
<td>-05</td>
</tr>
<tr>
<td>A-140 - Civilian</td>
<td>r</td>
<td>10*</td>
<td>19**</td>
<td>62**</td>
<td>35**</td>
<td>16**</td>
<td>-04</td>
<td>-07</td>
</tr>
<tr>
<td>A-141 - Family</td>
<td>r</td>
<td>10*</td>
<td>22**</td>
<td>32**</td>
<td>65**</td>
<td>36**</td>
<td>-05</td>
<td>-029</td>
</tr>
<tr>
<td>A-142 - Live</td>
<td>r</td>
<td>17**</td>
<td>22**</td>
<td>16**</td>
<td>29**</td>
<td>64**</td>
<td>04</td>
<td>-10*</td>
</tr>
<tr>
<td>A-143 - Civilian</td>
<td>r</td>
<td>15**</td>
<td>25**</td>
<td>54**</td>
<td>36**</td>
<td>21**</td>
<td>-06</td>
<td>-08</td>
</tr>
</tbody>
</table>

| Intensity of Transition Impact                    | r    | 18** | 20** | 38** | 30** | 21**    | 00   | -11*    | -07     |

| Degree of Comfort                                 | r    | 17** | 12** | 25** | 18** | 15**    | 05   | -05     | -04     |

| A-151 - in Job                                    | r    | 17** | 12** | 25** | 18** | 15**    | 05   | -05     | -04     |
| A-152 - as Civilian                               | r    | 11** | 14** | 37** | 22** | 15**    | 01   | -039    | 02      |

Decimal Points Omitted.
All probability levels 1 tailed
* p < .01
** p < .001
N=807

Just before discharge, how long did you think it would take:
A-10 to find a suitable job?
A-11 to sort out your finances?
A-12 to feel comfortable as a civilian?
A-13 for your family to settle down?
A-14 to find a suitable place to live?
### Table 5:24

Table Regressing the Dependent Variables on the Degree of Confidence in the Future, Estimates of Time to Complete Transition Tasks, Education, Service, Rank and Length of Service.

| A-138: Time taken to find a suitable job | R= .449; R-squared= .202 |
| Variables: A-10 A-4 A-7 | |
| r 41 25 19 | beta 360 148 101 |
| A-139: Time taken to sort out finances | R= .641; R-squared= .411 |
| Variables: A-11 A-6 A-8 | |
| r 62 14 09 | beta 555 123 086 |
| A-140: Time taken to feel comfortable as a civilian | R= .646; R-squared= .416 |
| Variables: A-12 A-7 A-9 | |
| r 62 49 41 | beta 482 147 112 |
| A-141: Time taken to settle the family into civilian life | R= .685; R-squared= .469 |
| Variables: A-13 A-8 A-14 | |
| r 65 53 36 | beta 474 217 125 |
| A-142: Time taken to find suitable accommodation | R= .677; R-squared= .458 |
| r 64 30 -20 27 40 | beta 540 104 -103 087 092 |
| A-143: Time taken to complete the transition | R= .579; R-squared= .335 |
| Variables: A-12 A-7 A-14 A-9 | |
| r 54 44 21 37 | beta 406 126 107 103 |
| Impact: The intensity of the transition | R= .474; R-squared= .225 |
| Variables: A-7 A-12 A-14 A-6 | |
| r 41 38 21 26 | beta 236 201 113 112 |
| A-151: Degree of comfort in present job | R= .344; R-squared= .118 |
| Variables: A-7 A-4 A-12 A-14 | |
| r 26 23 25 15 | beta 134 156 129 094 |
| A-152: Degree of comfort as a civilian | R= .421; R-squared= .177 |
| Variables: A-7 A-12 A-2 | |
| r 37 36 -11 | beta 230 229 -083 |

Note: decimal points omitted in the equations. N=807.
The dominance of the correlations between the estimated time and actual time required to complete transitions tasks is apparent in the regressing of the dependent variables on the independent variables (Table 5:24). The degree of confidence about the future capacity to cope with the tasks emerges as a much less 'powerful' variable in these equations.

The pattern is quite different in the Intensity and Comfort equations, where the unique contributions of both the estimate and surety variables is more or less similar (eg. A-12 and A-7).

It appears from the data that the best single predictor of an individual's time to complete a transition task is his own estimate of the time it will take.

5.8 Synthesis of Results

5.8:1 Introduction
In each of the previous sections an aspect or component of the transition process was examined. Each section was considered to be largely independent of the other sections, except perhaps for those sections concerned with life events and the ostensible ameliorating effects of social support. The assumptions made were that as each section focussed on a component of the transition and as it was believed that each was orthogonal to the others, separate treatment of the variables or the indices of that component was warranted. The independent variables in each section were discussed, examined and used in a series of stepwise regressions on the dependent variables.
5.3.2 Procedures Adopted

In this section, the independent variables which emerged in the regression analyses on the dependent variables in the previous sections will be 'amalgamated' and considered 'in toto' as an item pool for each dependent variable.

Tables 5:25 to 5:33 show the independent variables which best predict the time each of the dependent variables the time required to complete transition tasks, the Intensity of the transition and the degree of felt comfort in civilian roles. The amount of variance in the dependent variables accounted for by the various sets of predictors range from a low 39% for the time required to obtain suitable employment to a high 65% for the index of the intensity of the transition - Impact. The mean percentage of variance accounted for in the dependent variables by the various sets of predictor variables is approximately 51%.

The independent variables were entered into the regression equations in sequence depending upon an approximate causal ordering based on distance in time from discharge. Thus, those items relating to confidence in the future and estimates of likely time to complete transition tasks were entered first into the equations (Block 1). The second block of items were those relating to ADF socialisation processes. Block three comprised items reflecting intentional change, life events and social support. The fourth block of items represented physical and mental health, personality characteristics and coping measures utilised by respondents. The fifth block included items which indicated at the time of the completion of the questionnaire, respondent’s perceptions of the civilian work environment vis-a-vis that within the ADF, the barriers encountered in obtaining congenial employment, and so on.
The hierarchical ordering of the blocks of variables within equations allows for those variables which may have an effect upon subsequent variables to be entered first within the equations. Thus, it is obvious that prior socialisation enters the equations prior to perceptions of civilian working conditions. Each table shows the multiple correlation obtained after each step, together with the amount of variance accounted for, and the significance level of the change in accountable variance. The zero-order product moment correlation and the standardised beta coefficient for each variable in the equation after the elimination by stepwise procedure of variables which make little or no unique contribution to accountable variance. A brief description of each variable within the equation is also included.

5.8:3  A-138 - Time To Find a Suitable Job - Table 5.25

Not surprisingly, the majority of variables which emerged in this equation have direct connections to the world of work. In this equation, the estimate of the time expected to be taken to find a suitable job (A-10) emerged with the greatest beta weight. The use of the Commonwealth Employment Service and other employment agencies, it seems, tends to prolong the time required to obtain suitable employment. The attitudes of employers to ADF experience (Employers) qualifications and expertise were seen as a hindrance in obtaining a suitable job quickly, as was C-83 - the choice of resettlement locality and age (C-81) of the job applicant. There was a suggestion that civilian employers were not utilising the skills of ex-ADF personnel appropriately (Talent) even after they had been employed. Job congeniality is associated with the proper utilisation of the individual's skills and talents.
Table 5:25

Table of A-138 Regressed on the Independent Variables Entered in Blocks

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<tr>
<th>Block</th>
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<th>SigCh.</th>
<th>Variable Description</th>
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<th>beta</th>
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<td>A-10 Estimate of time to obtain employment</td>
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<td></td>
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<td></td>
<td>Loans Social support offered by banks etc.</td>
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</tr>
<tr>
<td>2</td>
<td>47</td>
<td>22</td>
<td>000</td>
<td>HR Intentional Change in relationships</td>
<td>15</td>
<td>079</td>
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<tr>
<td>3</td>
<td>56</td>
<td>31</td>
<td>000</td>
<td>C-83 Choice of resettlement locality</td>
<td>-27</td>
<td>-145</td>
</tr>
<tr>
<td>4</td>
<td>63</td>
<td>39</td>
<td>000</td>
<td>Unions Attitudes of unions to ADF personnel</td>
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<td>073</td>
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<tr>
<td></td>
<td></td>
<td></td>
<td></td>
<td>C-81 Age a barrier in quest for employment</td>
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<td>-100</td>
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<tr>
<td></td>
<td></td>
<td></td>
<td></td>
<td>Talent Utilisation of skills etc by employers</td>
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<td>-098</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
<td>Employer Attitudes of employers to ADF personnel</td>
<td>-31</td>
<td>-148</td>
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</table>

Decimal points omitted.

N=804  R= .627  Rsquared= .393
Block 1. estimates of time, surety of future prior to discharge
2. indices of socialisation
3. intentional changes, life events and social support variables
4. personality, health variables
5. current employment situation, comparisons with ADF
The above factors associated with intentional changes in the area of human relationships, most notably within the family add to the suggestion that if the individual had had his time over again, he would have done things (A-148) differently.

Whilst the use of employment agencies, including the CES appears to be counterproductive in determining the amount of time required to obtain suitable employment, there is evidence that social support (Loans) in the form of assistance from lawyers and bankers and others who offer financial support is conducive to a quicker transition. As in previous analyses, dissatisfaction with the ADF (Dissat), as a motivator for discharge is associated with a shorter time to complete the transition task of finding suitable employment.

In commentary, the regression equation of A-138, points to the need to discover the extent to which individuals leaving the ADF have a good idea of what they want to do for a living in civilian life. This has implications for their domicile destination (C-83). With all the goodwill in the world, employers and supporting agencies like the CES, cannot offer work, where there is none. Thus, servicemen pondering when and if to leave the ADF need to have a clear idea of the job opportunities available to them, within their field of expertise, in the location they want to move to after discharge.

There is a strong suggestion that ADF expertise is first of all not recognised by civilian employers leading to difficulties in obtaining employment. Secondly, this lack of understanding of ADF skills, experience, expertise by employers carries into the work situation where many respondents indicated that employers were not utilising their skills as much as they might. It is paradoxical that many servicemen leave the ADF because they
believe that their skills are not being put to use by the ADF!

The need for control over the transition is apparent, and this may be gained where employment agencies, banks and lending institutions recognise the needs of ex-ADF personnel. Relationships may be strained and the suggestion was that changes in relationship was counterproductive to obtaining congenial employment.

Prior socialisation was not a significant factor, directly in and of itself in determining employment prospects after discharge. Strong dissatisfaction with the ADF appears to be a potent motivator in the obtaining of congenial employment.

5.8.4 A-139 - Time Taken to Sort Out Finances - Table 5.26
The substantial correlation, and the accompanying high beta coefficient between A-139 and A-11 suggests that the estimate of the time required to sort out finances was a good predictor of the actual time taken. Sorting out finances may largely be a 'mechanical' activity, but as noted earlier in Chapter Four the task has emotional overtones. Added credence to this notion comes from those with chronic psychological ill-health (strain) and those who involved in changes in their life as a consequence of life events, tend to take longer to sort out their financial position following discharge.

The use of relatives (Rels) and peers within the ADF (ADF) as a social support is counterproductive. The time taken to sort out finances after discharge is also a function of the degree of surety of the ability to sort out the financial position. Outstanding personal achievements (POA) are the kinds of life events which have a positive role in hastening the sorting out of finances, presumably through increased income as a result of promotion or succeeding in business.
Table 5:26

Table of A-139 Regressed on the Independent Variables Entered in Blocks

<table>
<thead>
<tr>
<th>Block</th>
<th>R</th>
<th>RSq</th>
<th>SigCh.</th>
<th>Variable</th>
<th>Description</th>
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<th>beta</th>
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<td>62</td>
<td>39</td>
<td>000</td>
<td>A-6</td>
<td>Sureness of financial position</td>
<td>35</td>
<td>085</td>
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<td></td>
<td></td>
<td></td>
<td>A-11</td>
<td>Estimate of time to sort out finances</td>
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<td>515</td>
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<td>2</td>
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<td></td>
<td>POA</td>
<td>Life events - personal achievement</td>
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<td>-051</td>
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<td></td>
<td></td>
<td></td>
<td></td>
<td>ADF</td>
<td>Social support from ADF peers, etc</td>
<td>03</td>
<td>-058</td>
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<tr>
<td></td>
<td></td>
<td></td>
<td></td>
<td>Lchange</td>
<td>Life events - changes</td>
<td>14</td>
<td>082</td>
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<td></td>
<td></td>
<td>Rels</td>
<td>social support from relatives, friends</td>
<td>19</td>
<td>094</td>
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<tr>
<td>3</td>
<td>65</td>
<td>42</td>
<td>000</td>
<td>Strain</td>
<td>GHQ - chronic stress</td>
<td>26</td>
<td>113</td>
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<tr>
<td></td>
<td></td>
<td></td>
<td></td>
<td>A-148</td>
<td>Done things differently?</td>
<td>-26</td>
<td>-061</td>
</tr>
<tr>
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<td>A-146</td>
<td>Control over transition</td>
<td>-35</td>
<td>-129</td>
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<tr>
<td>4</td>
<td>69</td>
<td>47</td>
<td>000</td>
<td>C-88</td>
<td>employment barrier - health/medical status</td>
<td>-16</td>
<td>-058</td>
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</table>

Decimal points omitted.

N=863  R= .687  Rsquared= .473

Block 1. estimates of time, surety of future prior to discharge
2. indices of socialisation
3. intentional changes, life events and social support variables
4. personality, health variables
5. current employment situation, comparisons with ADF
The need to be in control of the financial situation as well as the transition as a whole again appears to be important. The respondent's health status and capacity would have a bearing on the respondent's financial position.

In commentary, only 18% of the respondents reported having difficulties with their finances beyond twelve months after discharge. There is a high correlation between the time expected to sort out finances and the actual time taken. The psychological health aspects of coping with this particular task are evident in the equation with the appearance of the 'strain' index. It may well be that this is exacerbated by the health status of the individual. The lack of perceived control over this aspect of the transition (A-146) adds support to the notion previously canvassed that this 'mechanical' task engenders substantial psychological distress which may be exacerbated by involvement with families and life events which induce life change.

It is significant that indices of prior socialisation played no part in this equation. The variable concerned with having access to a pension or pension rights did not emerge in this equation.

5.8:5 A-140 - Time Taken to Feel Comfortable as a Civilian - Table 5.27

In this equation, dischargees whose estimate of the time required to settle into civilian life (A-12) was awry, who felt that the transition process was largely out of their control (A-146), who missed the ADF (Missadf), and who indicated that if they had their time again they would have done things differently (A-148) were the ones who took the longest amount of time to feel comfortable as a civilian. Not un-naturally, these difficulties were associated with high scores on the
Table 5:27

Table of A-140 Regressed on the Independent Variables
Entered in Blocks

<table>
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<th>Variable</th>
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<th>beta</th>
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<td>A-9</td>
<td>Sureness about the demands to be made by transition</td>
<td>42</td>
<td>083</td>
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<td></td>
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<td></td>
<td>A-12</td>
<td>Estimate of time to feel comfortable as civilian</td>
<td>62</td>
<td>439</td>
</tr>
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<td>2</td>
<td>68</td>
<td>46</td>
<td>000</td>
<td>Missadf</td>
<td>Losses/grieving/missing the ADF after discharge</td>
<td>43</td>
<td>151</td>
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<td></td>
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<td></td>
<td></td>
<td>Intra</td>
<td>Intentional changes within self</td>
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<td>074</td>
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<tr>
<td>3</td>
<td>69</td>
<td>47</td>
<td>000</td>
<td>Strain</td>
<td>GHQ - chronic stress</td>
<td>32</td>
<td>055</td>
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<td></td>
<td></td>
<td>A-156</td>
<td>Compromise between ideal and actual</td>
<td>-31</td>
<td>-054</td>
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<td>A-146</td>
<td>Control over transition</td>
<td>-40</td>
<td>-134</td>
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<tr>
<td></td>
<td></td>
<td></td>
<td></td>
<td>A-148</td>
<td>Done things differently?</td>
<td>-37</td>
<td>-090</td>
</tr>
<tr>
<td>4</td>
<td>73</td>
<td>53</td>
<td>000</td>
<td>Challenge</td>
<td>Acceptance of challenges of civilian environment</td>
<td>-33</td>
<td>-064</td>
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<tr>
<td>5</td>
<td>72</td>
<td>53</td>
<td>020</td>
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Decimal points omitted.

N=890  R= .727  Rsquared= .529
Block 1. estimates of time, surety of future prior to discharge
2. indices of socialisation
3. intentional changes, life events and social support variables
4. personality, health variables
5. current employment situation, comparisons with ADF
Strain sub-scale of the GHQ, with high intra-personal intentional change, a tendency to compromise, and a failure to accept the challenges offered by civilian life.

In commentary: none of the self esteem or self image measures emerged in this equation, even though the focus is largely on the self and the individual's response to the process of transition. This equation is the first in which the losses and grieving associated with discharge (Missadf) and the Challenge index appear. The inability to 'let go' of the old ways, may be associated with an inability to 'grasp' the new and the requirements of the new.

5.8:6 A-141 - Time Taken for your Family to Settle Down - Table 5.28

There are some intriguing features of this equation. The point has been made previously that in discharging a serviceman from the ADF, the ADF is also, most of the time, discharging a family. The best predictor of the time required to settle the family into civilian life, is, again, the time that respondents estimated that it would take (A-13). The degree of confidence expressed in the family's ability to settle into their new environment (A-8), and the estimate of time required to find a suitable place to live (A-14) are also important predictors.

Settling the family down does appear to be a function of relationships within the family (HR) and reconciling personal work needs with those of the family for schooling etc., (C-85). This tension may be observed in the variable concerned with employment status and may have an association with the failure to accept the challenges and opportunities within the civilian environment (Challenge).
Table 5:28

<table>
<thead>
<tr>
<th>Block</th>
<th>R</th>
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<th>Variable</th>
<th>Description</th>
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<td>Estimate of time to find a suitable place to live</td>
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<td>70</td>
<td>49</td>
<td>0.000</td>
<td>A-8</td>
<td>Sureness of how the family would settle down</td>
<td>53</td>
<td>1.68</td>
</tr>
<tr>
<td>3</td>
<td>72</td>
<td>52</td>
<td>0.000</td>
<td>A-13</td>
<td>Estimate of time for family to settle as civilians</td>
<td>66</td>
<td>4.55</td>
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<td>Intentional changes in relationships</td>
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<td>0.88</td>
</tr>
<tr>
<td>4</td>
<td>73</td>
<td>54</td>
<td>0.000</td>
<td>A-146</td>
<td>Control over transition</td>
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<td>-1.57</td>
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<tr>
<td>5</td>
<td>73</td>
<td>54</td>
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<td>Employment status</td>
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<td></td>
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<td></td>
<td>C-85</td>
<td>Barriers to employment - family needs (schooling)</td>
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<td>-0.60</td>
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<td>Challenge</td>
<td>Acceptance of challenges of civilian environment</td>
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N=797  R=.733  Rsquared=.538

Block 1. estimates of time, surety of future prior to discharge
2. indices of socialisation
3. intentional changes, life events and social support variables
4. personality, health variables
5. current employment situation, comparisons with ADF
The lack of control over the transition (A-146) surfaces in this equation, as in the earlier equations.

In commentary: the time taken to settle the family into civilian life appears to be a largely a function of the estimates of the time required to not only settle the family into civilian life, but also in finding suitable accommodation for the family. It also has to do with the confidence the individual respondent has in his family's ability to make the transition. Personal feelings of control over the transition process; the respondent's employment status; the ability to adjust to the losses involved in leaving the services as well as being able to adapt and take advantage of the challenges offered within the civilian environment, interact with and exacerbate family problems.

The estimate of time required to find suitable accommodation may well be a function of choice of resettlement locality. This item (C-83) emerges in the next equation concerned with the time required to find suitable accommodation.

5.8:7 A-142 - Time Taken to Find a Suitable Place to Live - Table 5.29
Again, it appears that the estimated time required to obtain a suitable place to live is the best predictor of the time actually taken, along with the degree of confidence of having sorted out the accommodation problems. Indeed 77% of all respondents had solved this particular transition task within three months of their discharge. In addition, the perceived loss of control over the (A-146) transition process had a significant role to play in the prolonging of this transition task.
Table 5:29

Table of A-142 Regressed on the Independent Variables Entered in Blocks

<table>
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<th>Block</th>
<th>R</th>
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<th>Variable</th>
<th>Description</th>
<th>r</th>
<th>beta</th>
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<td>Sureness about where might live after discharge</td>
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<td></td>
<td>Howlong</td>
<td>Length of service in the ADF</td>
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<td>-071</td>
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<td></td>
<td>A-6</td>
<td>Sureness about financial position after discharge</td>
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<td>059</td>
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<tr>
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<td></td>
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<td></td>
<td>A-14</td>
<td>Estimate of time to obtain a suitable place to live</td>
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<td>481</td>
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<td></td>
<td>HR</td>
<td>Intentional changes in relationships</td>
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<td>074</td>
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<tr>
<td>3</td>
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<td>43</td>
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<td>Stable</td>
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<td>-057</td>
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<td>A-146</td>
<td>Control over transition</td>
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<td>-178</td>
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<td>47</td>
<td>000</td>
<td>C-83</td>
<td>Choice of resettlement</td>
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<td>-082</td>
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Decimal points omitted.

N=849  R=.695  Rsquared=.483

Block 1. estimates of time, surety of future prior to discharge
2. indices of socialisation
3. intentional changes, life events and social support variables
4. personality, health variables
5. current employment situation, comparisons with ADF
It is more likely that those with the longest service with the ADF (Hawlong) are the ones most likely to own their own homes (Housing). For them, there may well be little choice of resettlement locality, but for others the decision where to live certainly affects the transition process (C-83).

But where there were marital or relationship problems (HR) the search for suitable accommodation was prolonged. If the reason for leaving the ADF was the search for stability for the family, this tended to be associated with a shorter time to find suitable accommodation.

In commentary: home ownership for many ADF personnel is believed to be a nuisance and not at all worthwhile. This view is held largely because of a postings policy which sees servicemen and their families moved at least every two years. Some servicemen commented that they had over twelve shifts in less than twelve years. Yet at the same time, home ownership provides a base, an accommodation base to which to return upon discharge, and perhaps more importantly an asset which could be sold if there is a shift in thinking about resettlement locale. There is no doubt that resettlement locale has implications for family stability, job prospects and a quicker and easier transition. Too many shifts in accommodation may lead to difficulties as can be seen in the next equation (Table 5.30).

5.8.8 A-143 - Time Taken to Complete the Transition as a Whole - Table 5.30

The best predictor of the amount of time required to complete the whole transition was again the estimate of time taken to feel comfortable as a civilian (A-12). This was followed by feelings of not being in control of the transition (A-146). These two variables dominate this equation.
Table 5.30

Table of A-143 Regressed on the Independent Variables Entered in Blocks

<table>
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<th>Block</th>
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<td>Estimate of time to obtain a suitable place to lie</td>
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<td>A-12</td>
<td>Estimate of time to feel comfortable as a civilian</td>
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<td>369</td>
</tr>
<tr>
<td>3</td>
<td>62</td>
<td>39 001</td>
<td>A-7</td>
<td>Sureness of ability to adapt to civilian life</td>
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<td>101</td>
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<td>4</td>
<td>69</td>
<td>47 000</td>
<td>Missadf</td>
<td>Losses/grieving/missing the ADF after discharge</td>
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<td>117</td>
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<td>Shifts</td>
<td>Life events - housing and accommodation changes</td>
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<td>073</td>
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<td>Growth</td>
<td>Coping measure - personal growth</td>
<td>06</td>
<td>055</td>
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<tr>
<td></td>
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<td></td>
<td></td>
<td>Done things differently?</td>
<td>-37</td>
<td>-120</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
<td>Control over transition</td>
<td>-45</td>
<td>-248</td>
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</table>

Decimal points omitted.

N=869  R= .689  Rsquared= .474

Block 1. estimates of time, surety of future prior to discharge
Block 2. indices of socialisation
Block 3. intentional changes, life events and social support variables
Block 4. personality, health variables
Block 5. current employment situation, comparisons with ADF
The belief that given another opportunity, respondents would have done things differently (A-148), and those with the greatest concern with the losses involved in leaving the ADF (Missadf) were the one's who took longest to feel that the transition as a whole was complete. Those who estimate of the time required to find suitable accommodation (A-14) was out of kilter with reality took longer to complete the transition as a whole.

Where coping was achieved through the processes of personal growth - (Growth) - this tended to be associated with a shorter time to complete the transition process, but too many shift

5.8.9 Summary of Duration Variables

In summary, the dependent variables concerned with the duration of the transition have a number of common elements. First of all, the best predictor of the amount of time it will take an individual to complete a specific transition task is his own estimate of the amount of time it will take.

Secondly, closely associated with the variables concerned with the perceptions of expected duration of the transition tasks, are items A-5, 6, 8 which focus on the degree of confidence or surety about how well respondents might cope in with the more mechanical aspects of the transition to civilian life. The correlations between these items and the dependent variables tend to be smaller than those between items reflecting expectations and the dependent variables. Surety about handling the various transition tasks coupled with realistic (that is, congruence between items A-10 to A-14 and items A-138 to A-142) expectations of the duration of the transition are potentially powerful predictors of success in coping with the transition.
Thirdly, it is also apparent that lack of control (A-146) over the transition process had the effect of increasing the time to complete the transition tasks, and the transition as a whole. Linked items give some texture to the nature of this variable. It is linked with wanting to do things differently, if given the opportunity (A-148); of inappropriate coping measures, and poor psychological health scores reflecting in the manifestations of deeper, more chronic illness.

The implicit lack of recognition of one's self-worth, of who one is, shown by the lack of support from civilian employers for ADF skills and experience, is a major component in the prolonging of the transition. This is associated with changes in jobs, a feeling that the Commonwealth Employment Service and other job search agencies are not particularly helpful. It is accompanied by a belief, probably as a result of the civilian experience, that life and working conditions were much better in the ADF than presently found in civilian life. These feelings are associated with mourning the losses associated with the movement into civilian life.

Where an individual re-locates after discharge, it may markedly influence the length of time to complete transition tasks. Not only in relation to finding suitable accommodation, but it may have an effect on the ease or otherwise of obtaining congenial employment. Together, these may well have ramifications for other aspects of the transition.

Measures of social support, (eg. CES, Rels, and Loans) tend to be associated with an increased length of time to complete transition tasks. One area of Intentional Change (HR) - changes within the family, etc. - was associated with increased duration of the transition. Too much life change induced by life events had an effect in one equation.
5.8.10 Impact - The Intensity of the Transition

Experience - Table 5.31

Table 5:31 presents the regression of the Impact index of the intensity of the transition on the dependent variables. The independent variables in the 'Impact' equation account for some 65% of the variance of the Impact index. The multiple correlation is extremely high. The variables with the highest standardised beta coefficients include A-146 (control over the transition), Missadf ('grieving' for the ADF), A-148 (would do things differently), A-12 (expectations of length of time to complete the transition), Challege (acceptance of the opportunities in civilian life). Lack of control, the losses incurred and a feeling that things would be different next time around are, like the index of mental health (Strain) associated with and indicators of the intensity of the transition.

Other variables in the equation which increase the intensity of the transition include those which point to family problems (Marry); a shorter length of service with the ADF (Howlong); too much compromising (flexibility) between what would have been preferred by respondents and the reality that had to be accepted (A-156); along with non the non-utilisation of respondents' talents (Talent); poor estimate of how long it would take to settle into civilian life (A-12); involvement with the RSL (Returned Servicemen's organisations and an associated feeling of general unhappiness (E-73).

In commentary: there is no doubt that the transition to civilian life has an intensity which is manifested in many ways. It is not a short sharp shock like the hurt experienced by a slap in the face, or from having an accident at home. The experience may be more like that of recovering from a serious
Table 5:31

Table of Impact Regressed on the Independent Variables Entered in Blocks

<table>
<thead>
<tr>
<th>Block</th>
<th>R</th>
<th>Rsq</th>
<th>SigCh</th>
<th>Variable</th>
<th>Description</th>
<th>r</th>
<th>beta</th>
</tr>
</thead>
<tbody>
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<td>1</td>
<td>40</td>
<td>16</td>
<td>000</td>
<td>A-6</td>
<td>Sureness about financial position after discharge</td>
<td>27</td>
<td>063</td>
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<td></td>
<td></td>
<td></td>
<td></td>
<td>A-12</td>
<td>Estimate of time to feel comfortable as a civilian</td>
<td>35</td>
<td>114</td>
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<tr>
<td>2</td>
<td>56</td>
<td>32</td>
<td>000</td>
<td>Missadf</td>
<td>Losses/grieving/missing life in the ADF</td>
<td>47</td>
<td>133</td>
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<tr>
<td></td>
<td></td>
<td></td>
<td></td>
<td>Married</td>
<td>Life events - marital and other difficulties</td>
<td>21</td>
<td>071</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
<td>RSL</td>
<td>Social Support - Returned Services League</td>
<td>18</td>
<td>056</td>
</tr>
<tr>
<td>3</td>
<td>60</td>
<td>35</td>
<td>000</td>
<td>A-156</td>
<td>Compromise between ideal and actual</td>
<td>-42</td>
<td>-066</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
<td>E-73</td>
<td>Happier now than 5 years ago?</td>
<td>44</td>
<td>081</td>
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<td></td>
<td>A-146</td>
<td>Control over transition</td>
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<td></td>
<td>A-148</td>
<td>Done things differently?</td>
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<td>-199</td>
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<tr>
<td></td>
<td></td>
<td></td>
<td></td>
<td>Strain</td>
<td>GHQ - chronic stress</td>
<td>47</td>
<td>081</td>
</tr>
<tr>
<td>4</td>
<td>79</td>
<td>62</td>
<td>000</td>
<td>C-83</td>
<td>Choice of resettlement locality</td>
<td>-24</td>
<td>-067</td>
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<td></td>
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<td></td>
<td></td>
<td>Pension</td>
<td>Entitlement to a pension</td>
<td>03</td>
<td>094</td>
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<tr>
<td></td>
<td></td>
<td></td>
<td></td>
<td>Talent</td>
<td>Utilisation of skills etc by employers</td>
<td>-35</td>
<td>-071</td>
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<td></td>
<td></td>
<td></td>
<td></td>
<td>Challenge</td>
<td>Acceptance of challenges of civilian environment</td>
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<td>-107</td>
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<td></td>
<td></td>
<td></td>
<td></td>
<td>Autonomy</td>
<td>Ability to exercise autonomy at work</td>
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<td>-079</td>
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<tr>
<td>5</td>
<td>81</td>
<td>65</td>
<td>000</td>
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</table>

Decimal points omitted.

N=780 R= .806 Rsquared= .650
Block 1. estimates of time, surety of future prior to discharge
2. indices of socialisation
3. intentional changes, life events and social support variables
4. personality, health variables
5. current employment situation, comparisons with ADF
operation. The recovery period may be prolonged, transitions have duration, and pain may re-occur. The intensity of the shift into civilian life is manifested in a variety of ways. It is associated with marital problems, a possible failure to let go of the old, by continued involvement in the Returned Servicemen's League and other post-discharge military organisations. The failure to exercise control over the transition or to be able to exercise control appears to intensify the transition experience. Furthermore a lack of autonomy in the civilian occupation (continued loss of control) together with an inappropriate use of talents would certainly add to feelings of general unhappiness. Transitions are stressful events.

5.8.11 A-151 - Degree of Comfort in Present Job - Table 5.32

A number of variables emerge in the equation that have not surfaced previously. The 'Diff' variable, for example, which summarises the perceptions of respondents in relation to their present job as against the best position held in the ADF within their last five years of service, emerges not unexpectedly. High Diff scores are associated with decreased comfort in their present job, that is those who believe that their ADF position rated more favourably that their present civilian position. Additional support within the equation, comes from the 'people' index which indicates that those who perceive their civilian work–people environment in a more favourable light will tend to be more comfortable in their present work, than those who do not. Similarly, and not unexpectedly, the emergence of the Talent index suggests that those who believe that their talents are not being put to good use in the civilian work environment are more likely to feel greater discomfort at work.
Table 5:32

Table of A-151 Regressed on the Independent Variables Entered in Blocks

<table>
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<tr>
<th>Block</th>
<th>R</th>
<th>RSq.</th>
<th>SigCh.</th>
<th>Variable</th>
<th>Description</th>
<th>r</th>
<th>beta</th>
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<td>000</td>
<td>A-4</td>
<td>Sureness about what might be done after discharge</td>
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<tr>
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<td></td>
<td></td>
<td></td>
<td>Satis</td>
<td>Satisfaction with the ADF</td>
<td>03</td>
<td>0.092</td>
</tr>
<tr>
<td>2</td>
<td>45</td>
<td>20</td>
<td>000</td>
<td>Spouse</td>
<td>D-15 support from spouse</td>
<td>-14</td>
<td>-0.71</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
<td>HR</td>
<td>Intentional change - in relationships</td>
<td>14</td>
<td>0.081</td>
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<tr>
<td></td>
<td></td>
<td></td>
<td></td>
<td>Rels</td>
<td>Social support from relatives, friends, etc</td>
<td>14</td>
<td>0.084</td>
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<td>3</td>
<td>48</td>
<td>23</td>
<td>000</td>
<td>Avoid</td>
<td>Coping measure - avoiding and denial of reality</td>
<td>33</td>
<td>0.99</td>
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<tr>
<td></td>
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<td></td>
<td>Useful</td>
<td>GHQ - transient stress</td>
<td>44</td>
<td>2.35</td>
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<tr>
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<td></td>
<td>A-156</td>
<td>Compromise between ideal and actual</td>
<td>-46</td>
<td>-1.73</td>
</tr>
<tr>
<td></td>
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<td></td>
<td></td>
<td>A-146</td>
<td>Control over transition</td>
<td>-38</td>
<td>-1.02</td>
</tr>
<tr>
<td>4</td>
<td>65</td>
<td>43</td>
<td>000</td>
<td>Talent</td>
<td>Utilisation of skills, etc. by employers</td>
<td>-36</td>
<td>-1.29</td>
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<td></td>
<td></td>
<td>Diff</td>
<td>differences between ADF work and work in civilian life</td>
<td>39</td>
<td>1.60</td>
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<td></td>
<td></td>
<td></td>
<td></td>
<td>People</td>
<td>Perceptions of people in ADF and in civilian work</td>
<td>-34</td>
<td>-1.16</td>
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<tr>
<td>5</td>
<td>70</td>
<td>49</td>
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</table>

Decimal points omitted.

N=679  R= .698  Rsquared= .487

Block 1. estimates of time, surety of future prior to discharge
2. indices of socialisation
3. intentional changes, life events and social support variables
4. personality, health variables
5. current employment situation, comparisons with ADF
Further support for the notion expressed previously that successful transitions require a 'letting go' of the past.

Feelings of a lack of control (A-146) and the transient stress index (Useful) feature strongly in this equation. Poor coping strategies (eg. the denial and avoidance by wishful thinking for miracles etc. to change circumstances - Avoid) exacerbate the discomfort felt in present job. There could well be flow on effects into the family area.

Social support from one's partner (D-15) is conducive to the degree of comfort in civilian work roles, but the opposite is the case for the support from friends, neighbours and relatives (Rels). Where spouse support was inappropriate this may be accompanied by changes in relationships within the family (HR).

Respondents who felt there was a need to compromise between what they would have ideally liked to have done and what they actually did (A-156) were less likely to feel comfortable in their present job as those who were relatively inflexible and did not make compromises. High satisfaction with the ADF, together with a continued grieving for the past make it difficult for men to accept and feel comfortable in civilian work roles.

5.8:12  A-152 - Degree of Comfort as a Civilian - Table 5.33

In this equation, (Table 5:33) the residual socialisation index (Feeling) is included as well as the Missadf index. This suggests that the two indices are measuring different aspects of the losses incurred in leaving the ADF, and it is significant that they appear together only in this equation. The degree of comfort as a civilian is a function of how well the individual can shed his military identity - the thinking,
Table 5:33

Table of A-152 Regressed on the Independent Variables
Entered in Blocks

<table>
<thead>
<tr>
<th>Block</th>
<th>R</th>
<th>RSq.</th>
<th>SigCh.</th>
<th>Variable</th>
<th>Description</th>
<th>r</th>
<th>beta</th>
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</thead>
<tbody>
<tr>
<td>1</td>
<td>42</td>
<td>18</td>
<td>000</td>
<td>A-12</td>
<td>Estimate of time to feel comfortable as a civilian</td>
<td>37</td>
<td>111</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
<td>A-7</td>
<td>Sureness about how might adapt to civilian life</td>
<td>38</td>
<td>089</td>
</tr>
<tr>
<td>2</td>
<td>60</td>
<td>36</td>
<td>000</td>
<td>Feeling</td>
<td>Index of residual socialisation</td>
<td>38</td>
<td>117</td>
</tr>
<tr>
<td></td>
<td></td>
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<td></td>
<td>Missadf</td>
<td>Losses/grieving/missing life in the ADF</td>
<td>53</td>
<td>199</td>
</tr>
<tr>
<td>3</td>
<td>61</td>
<td>37</td>
<td>000</td>
<td>Spouse</td>
<td>D-15 Social support from spouse/partner</td>
<td>-14</td>
<td>-083</td>
</tr>
<tr>
<td>4</td>
<td>71</td>
<td>50</td>
<td>000</td>
<td>Avoid</td>
<td>Coping measure - avoiding and denial of reality</td>
<td>32</td>
<td>091</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
<td>Useful</td>
<td>GHQ - transient stress</td>
<td>38</td>
<td>089</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
<td>A-156</td>
<td>Compromise between ideal and actual</td>
<td>-36</td>
<td>-067</td>
</tr>
<tr>
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<td></td>
<td></td>
<td>A-146</td>
<td>Control over transition</td>
<td>-24</td>
<td>-224</td>
</tr>
<tr>
<td>5</td>
<td>71</td>
<td>50</td>
<td>000</td>
<td>Employer</td>
<td>Attitudes of employers to ADF personnel</td>
<td>-19</td>
<td>-079</td>
</tr>
<tr>
<td></td>
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<td></td>
<td>Challenge</td>
<td>Acceptance of challenges of civilian environment</td>
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<td>-168</td>
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</table>

Decimal points omitted.

N=806  R= .722  Rsquared= .522

Block 1. estimates of time, surety of future prior to discharge
2. indices of socialisation
3. intentional changes, life events and social support variables
4. personality, health variables
5. current employment situation, comparisons with ADF
feeling and acting like a serviceman - and come to terms with the losses of comradeship and missing the ADF life style. Being an 'ex' has consequences therefore in making the adjustment to civilian life. Some indication of the power of the ADF socialisation process.

High 'avoid' scores, indicative of inappropriate coping, are related to increased discomfort as a civilian. Using avoidance techniques as a way of coping may be related to the initial expectations (A-12) held by the respondent of how long it would take to feel comfortable as a civilian.

Support from employers is crucial to settling down as a civilian as is the support from spouse or partner (D-15). Felt control over the total transition process (A-146) as in all other equations appears to be fundamental in making the transition into civilian life in a shorter time, with less intensity and increased comfort in civilian roles.

Respondents who felt there was not much need to compromise between what they would have ideally liked to have done and what they actually did (A-156) were less likely to feel comfortable in their present job as those who did make compromises.

The variables represented in Table 5:33 will form the basis for the development of a more general model of transition to be developed in the next chapter. The model will also include the degree of comfort (A-151) in civilian work roles variable, the Impact index of the intensity of the transition and an index of the duration of the transition.
CHAPTER SIX

Towards a Generalised Model of Transition

6.1 Introduction
The previous chapter outlined analyses of data obtained from a large number of men who were discharged from the ADF between January 1981 and December 1984. The data collection instrument reflected a number of a priori assumptions. The transition from the ADF into civilian life comprised a series of tasks which had to be completed satisfactorily. These included sorting out finances, obtaining suitable accommodation and congenial work, and settling self and the family into civilian life. It was further assumed that time would be required to complete these various tasks within the transition. The transition process occurs over time. It has both duration and an intensity. The intensity of the process is reflected in the amount of distress, psychological pain felt by respondents. The outcomes of the transition were measured by the degree of felt comfort within civilian roles at the time of the completion of the questionnaire.

It was considered that the duration of the transition, its intensity and outcomes were a function of a series of blocks of variables. These blocks of variables were 'causally ordered' tapping the respondent's reality from the time he began to think about leaving the ADF, through and beyond discharge from the ADF, and upto the time of the completion of the survey instrument (Fig. 2.4: 57)

The hypotheses, which gave structure to these concerns, and which were outlined in Chapter Four were supported partially or in full by the data and results presented in the last chapter. Whilst there was a tendency for the independent variables and
indices—within any one block to fall into a 'positive manifold', that is in the expected direction, not all items within any one block made statistically significant and unique contributions to accountable variance within the dependent variable. Indeed, only those items which 'survived' within a particular block were made available for the synthesis which concluded Chapter Five.

Whilst, it was argued that the blocks of variables were largely orthogonal to each other, there was no guarantee that any independent variable would survive the synthesising process. The surviving 'intra' block variables were combined into a item pool and entered into regression equations in a roughly causal order based on the ostensible 'history' of the transition process. The results of this procedure were presented in Tables 5:25 to 5:33, and summarised below in Table 6:1.

Table 6:1 shows that the independent variables are differentially distributed over all the dependent variables, with some exceptions. The variable concerned with the exercise of control over the transition A-146 appeared in all nine equations. The Missadl index and A-148 ('would do something different if had time again) both appear in five equations. The index of intentional changes in personal relationships (HR), compromising between the ideal and actual (A-156), and the ability to respond to the opportunities within civilian life (Challenge) appear four times, as does A-12 estimate of time required to feel comfortable as a civilian.

Items which appear three times include A-6 surety of financial position after discharge, A-14, the estimate of time required to find suitable accommodation, C-83 (choice of resettlement locale), the use of talents by civilian employers (Talent), and the sub scale of the GHQ reflecting chronic underpinning mental
Table 6:1
Showing Pattern of Independent Variables on Dependent Variables

<table>
<thead>
<tr>
<th>Independent Variables</th>
<th>Time Required to get/sort out:</th>
<th>Comfort in Job as Civilian</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Dependent Variables: Job Money Self Family Live Total Intensity</td>
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</tr>
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<td>Block 1:</td>
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<td>Surety of Future</td>
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<tr>
<td>Time Estimates</td>
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<td>Block 2:</td>
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<td>Missadf</td>
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<td>Satis</td>
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</tr>
<tr>
<td>Feeling</td>
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<tr>
<td>Block 3:</td>
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<tr>
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<td>ADF</td>
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<td>Shifts</td>
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<td>A-156</td>
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health difficulties (Strain). Twenty-nine of the other 38 variables appear only once and are differentially distributed across all the nine dependent variables.

It is obvious, therefore, that there are both core and differential aspects of the transition process. The core will tend to be the same regardless of the nature of the transition and will tend to emphasize generalised ways of functioning (cf. Rotter, 1975). They will tend to be largely psychological in nature. Whereas the peripheral (as opposed to core) elements will tend to be identified with the more idiosyncratic aspects of the transition and which call for highly specific responses to transition stimuli.

The relative failure of ADF Resettlement Seminars in the eyes of respondents emanated from the tendency to highlight the specifics of the transition to civilian life. Questions about how to handle finances, what roll-over fund to contribute to, the dangers of owning a small business and so on, are legitimate questions and quite properly raise issues to be addressed. But an undue emphasis on these, more mechanical, task specific aspects of the transition may be to the detriment of a concern for the underpinning psychological processes involved. For example, transitions typically involve the mourning for and the relinquishing of the 'old'; adapting to the challenges and opportunities of the 'new', attempting to exercise control over the process, and so on.

In this chapter, the core aspects of the transition process will be examined more closely by an extension of the procedures utilised earlier. The end result will be a path analytic diagram of the transition from the military into civilian life with the focus on the outcome variable (A-152) the degree of comfort within civilian life.
To accomplish this, the hitherto dependent variables will be regressed on the outcome variable (A-152) initially, and then the items which emerged in Table 5:33 will be added into the equation.

It is expected that the resulting core model will show that transitions have both an intensity and a duration, and that transition outcomes are largely dependent on psychological processes.

6.2 Path Analysis of the Dependent Variables
The first step in developing a more general view of the transition process is to identify the nature of the relationship among the dependent variables. It is first of all assumed that all the dependent variables are exogenous and are accordingly regressed against the outcome variable A-152. In the path diagram (Fig. 6.1) only three variables have direct links with A-152, these are the Impact index of the intensity of the transition, the duration variable (A-140) the time required to feel comfortable as a civilian, and A-151, the degree of comfort in civilian work roles. The multiple correlation coefficient for the three dependent variables = .726 (N=843) accounting for just over 53% of the total variance. The time taken overall (A-143), and time to complete specific aspects of the transition - finding a job (A-138); sorting out finances (A-139), accommodation (A-142), and for the family to settle down (A-141) are redundant and did not feature in this stage of the model building.

The second step involved making assumptions about the nature of the relationship among these three variables. In the path diagram (Fig. 6.1), it is assumed that there is a 'causal' flow in the direction of the outcome variable (A-152), the degree of
Fig. 6.1 Path Diagram of the Relationship Among the Dependent Variables (N=843)

- A-138 JOB
- A-139 FINANCES
- A-142 LIVE
- A-141 FAMILY
- A-143 TOTAL TIME TO COMPLETE TRANSITION
- A-151 COMFORT IN CIVILIAN WORK
- A-152 COMFORT AS CIVILIAN
- A-140 CIVILIAN

Relationships:
- p=21, r=40
- p=10, r=24, r=59
- p=21, r=59
- p=20, r=47, r=69
- p=51, r=69
- v1.69, v2.80, v3.67

Significant correlations and relationships are indicated by arrows and coefficients.
comfort in civilian life. That is, comfort in civilian life is a function of the degree of felt comfort in civilian work roles (A-151). In turn, comfort in civilian work roles is a function of the time required to feel comfortable as a civilian which in its turn is a function of the perceived intensity of the transition process. The intensity of a transition, by and large, determines its duration, which in turn affects the comfort variables.

Therefore A-151 was regressed on all the variables apart from A-152. Likewise, all variables were regressed on A-140, apart from A-151 and A-152.

The path diagram gives the correlation coefficient, the path coefficient and the appropriate residuals (decimal points omitted). The diagram indicates that there are three paths by which the impact of the transition affects the degree of comfort as a civilian. It is clear from the path diagram that the direct effect is substantially less than its indirect effects (i.e., $p=.21$; $r=.59$) and therefore, the intensity of the transition experience on the degree of felt comfort is mediated to a very large extent by A-151, and to a lesser extent by A-140.

The path coefficient from A-140 ($p=.35$) indicates that bulk of the effect on A-152 is direct (i.e., deducting the value of the path coefficient from the correlation coefficient, leaves a value of .24 which is significantly less than the path coefficient). The indirect effect on A-152 by A-140, through A-151 is .034, so that the total effect of A-140 on A-152 is .384 leaving a value of .206 which is somewhat less than the value obtained when direct effects only are taken into consideration.
The degree of comfort in work roles is a function of three variables. The strongest link is with the Impact index (p = .42). The second is with the time required to find congenial work (A-138) and the least important link is with the time required to feel comfortable as a civilian (P = .10).

In this model, the only duration variable which has a direct link to the outcome variable is A-140. A-139, the time required to sort out finances plays no role in the model. It has no links with the degree of comfort variables nor the time required to feel comfortable as a civilian nor has it any loadings on the intensity index. The path from A-142 (accommodation) to A-140 is negative notwithstanding its positive correlation, and suggests some suppressor effect, probably in conjunction with A-141, time required to settle the family down. A-143 the time required to complete the transition is strongly linked to the time required to feel comfortable as a civilian (A-140).

Our understanding of the major dependent variable - degree of comfort as a civilian is always going to be partial, in the sense that the three 'dependent' variables which directly 'predict' it, and which are discussed above account for just over 53% of the total variance. But we already know from Table 5:33 that the eleven independent variables account for approximately 52% of extracted variance. Therefore, unless one set of variables is completely redundant, there should be an increase in accounted for variance if the three dependent variables are added to the item pool represented in Table 5:33. The results are shown in equation six - Table 6:2.

The accounted for variance in the degree of comfort in civilian life variable (A-152) increases by nearly seven percent in equation six over that in Table 5:33. Six items appearing in
Table 6:33 are deleted (that is they make no unique contribution in explaining accounted for variance within A-152) when the three 'dependent' variables are included.

There is first of all the deletion of the two items concerned with confidence and surety about the future and time estimates to settle down as a civilian A-7, A-12). The GHQ stress index (Useful), the index measuring coping by the processes of denial and avoidance (Avoid), together with the variable concerned with (A-156) flexibility within the respondent are also deleted. The attitudes of employers' index becomes redundant (employer).

From the diagram above the Impact index of the intensity of the transition is deleted, along with all the duration items (A-138, A-139, A141, A142, A-143) apart from A-140, the time required to feel comfortable as a civilian. This suggests that the intensity of the transition is mediated by several variables, and that there is redundancy in the Impact index.

There are then seven variables which emerge in the regression equation. Multiple R increases to .771 accounting for some 60 percent of total variance. The standardised beta coefficients appearing in equation six tend to give an estimate of the relative degree of importance or explanatory power of the variables vis-a-vis A-152. So that A-151 has almost three times the importance of the Challenge variable in understanding the nature of the Degree of Comfort as a Civilian - A-152. A regression equation, according to Pedazur (1982; 593) implies a path analytic model, where all the independent variables are treated as exogenous, "a rudimentary model where the researcher is either unwilling or unable to to explicate the causes of the relations among the exogenous variables".
Table 6.2 - Table Showing The Data From Six Regression Equations Which Appear in Figure 6:2

<table>
<thead>
<tr>
<th>Independent Variables</th>
<th>D-15</th>
<th>Missadf</th>
<th>Feeling</th>
<th>A-146</th>
<th>Challenge</th>
<th>A-140</th>
<th>A-151</th>
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**Dependent Variables:**

D-15 - Spouse Support

**Missadf -**

Losses felt after Discharge

**Equation 1:**

A-146 -

Control over \( r \) 0.10 -25 -13 - - - - R= 264

Transition beta 0.091 -243 * Rsq 069

**Equation 2:**

Feeling -

Residual \( r \) 0.02 50 - -13 - - - - R= 496

Socialisation beta * 0.496 Rsq 247

**Equation 3:**

Challenge -

Opportunities \( r \) 0.05 -46 -30 26 - - - - R= 488

in civilian beta * -0.376 -0.090 153 - - - - Rsq 238

life

**Equation 4:**

A-140 -

Time to feel comfortable \( r \) -0.03 43 -28 -39 -32 - - - - R= 532

beta * 0.271 0.077** -0.292 -0.097 - - - - Rsq 283

as a civilian

**Equation 5:**

A-151 -

Degree of Comfort \( r \) -0.11 38 23 -41 -32 38 - - R= 533

beta -0.057 0.191 * -0.269 -0.113 153 - Rsq 284

in Job

**Equation 6:**

A-152 -

Degree of Comfort \( r \) -0.14 52 37 -49 -44 58 59 R= 771

in beta -0.071 0.147 0.099 -0.182 -0.115 0.165 297 Rsq 594

Civilian Life

Notes: Decimal points omitted. * excluded from equation
** t value = .0195 all others significant p< .01
We have argued, however, that there is a broad causal order among the variables, and the consequent path diagram that flows from this ordering of the variables appears below (Fig. 6:2).

To achieve this, the seven dependent variables were then regressed on those variables to which they were considered to be causally related. This resulted in a series of six equations and these are presented in Table 6:2. For example, A-146 is regressed on to Missadf, Feeling and D-15 (support from spouse or partner). The challenge index is regressed on A-146, Feeling, Missadf and D-15, and A-152 is regressed on all the variables within the model.

6.3 Towards a Path Analytic Model of the Transition Process

In developing the path model (Fig. 6:2) of the transition process resulting from the regression of A-152 on the seven variables, the assumption has been made that there exists a linear relationship among variables and that the direction is towards the operationally defined outcome variable A-152 (the degree of comfort in civilian life).

The model is based on the following assumptions:

1. that (A-140) - time taken to feel comfortable as a civilian - the duration of the transition has an effect on both of the comfort variables (A-152; A-151), and that the degree of comfort in civilian life, as a whole (A-152) is a function of the degree of experienced comfort in job and work roles (A-151).

2. that the felt losses in leaving the ADF (Missadf):
   a. have an effect on the perceived control over the transition process - (A-146);
   b. affect the capacity of the individual to meet the
Fig. 6.2 Path Diagram of the Transition Process (N: 885)

Only major paths shown.
See table 6.2.
challenges and the opportunities presented to the individual in civilian life - (Challenge).

c. are reflected in the continuation of thinking, feeling and acting like a serviceman (Feeling) - the index of residual socialisation.

3. that perceived lack of control over the transition, and residual socialisation effects influence the ability of the respondent to meet the challenges within civilian life.

4. that lack of support from one's spouse or partner tends to impact on the capacity to exercise control over the transition and play a role in both the comfort variables.

5. that the lack of control over the transition (A-146) process prolongs the duration of the transition and decreases the degree of comfort in civilian roles.

If the path values indicated in the above model are valid estimates of the respective influences, then the connecting chains between any two variables, in the model should approximate the correlation between them. For example the correlation between the Missadf index and A-152 is $r=.52$. In fact the summation of the connecting chains is approximately $r=.51$. It can be concluded then that the path coefficients in the model are consistent with the data (Li, 1975). Similarly, if paths are deleted from the model, that is they are hypothesised to be zero, the model becomes over-identified, and according to Pedhazur (1982: 619) capable of being tested for statistical significance. The goodness of fit of the model with the paths deleted and the original model is then tested using a Chi Square approximation with the degrees of freedom equal to the number of paths deleted. Four of the paths with the lowest values were deleted (those involving D-15, Spouse) and the path
between the Feeling and Challenge indices) from the model and the resulting Chi Square value of 23.14 led to a rejection of the hypothesis that the revised model fitted the data. The two tests applied to the model suggest that the model chosen is congruent with the data. The rejection of the null hypotheses, however, is not to be construed that the model presented is the only model that fits the data.

It should be emphasised that the formulas involving path coefficients, unlike mathematical expressions in physics, have no absolute meaning, as they do not describe the relationships among variables in any absolute sense. They describe the relationships only from a particular point of view taken by the investigator who thinks that his viewpoint makes sense to him. (Li, 1975: 165)

The core elements of this model of transition and it is suspected all models of transition are that:
1. transitions have a duration. What is required is the identification of those components which lead to a quicker transition.

2. transitions involve giving up old patterns of behaving and being. To give up something involves a sense of loss, and results in grieving or mourning for what has been, and who one was.

3. the losses may tend to be reflected in a trained (previously socialised) incapacity to accept the challenges and opportunities offered in the new situation.

4. losses are also concomitantly reflected in the 'ex' status, a continuation of thinking, feeling and acting in ways appropriate to the previous status which may be inappropriate in the new status.
5. there is a need to exercise control over the transition process, or at least to believe that control is possible. The losses felt have a substantial influence on the ability to exercise the kind of control required.

6. in making major transitions, support from loved ones is essential. In this research, the transition is a shared experience - the ADF is also discharging a family. Support from the spouse or partner has a direct link to the capacity to exercise control and the degree of comfort in new roles.

7. all transitions demand the acquisition of new roles which may be part and parcel of the larger transition. Success in these roles (eg. in a new job) makes the total transition less demanding and assists in the feeling of comfort.

There appear to be two 'syndromes' which impinge on the duration and comfort variables. The first surrounds the notion of loss. The second around the issue of control. The Missadf index has a powerful influence, both directly and indirectly on A-146, the Challenge and Feeling indices. "It is a pervasive influence which underpins the total transition process. The losses likely to be felt cannot be identified prior to leaving the ADF, or any role. What can be assumed is that those with the longest service, with the greatest satisfaction with the ADF or their previous role, who are finding it difficult to obtain work at a level which they think is appropriate for them, with poor self esteem and so on are more likely to feel the losses most deeply. As indicated previously there is no doubt, that the notion of relative deprivation, the comparisons made between 'what was, and what is now' fuel and accentuate the feelings of loss.
The need to be able to feel in control of the process is also vital. The A-146 variable appeared in all the regression equations in Table 6:1. Feelings of control seem to be a function of the loss being experienced as by the support of one’s wife or partner. Control over the process seems to have a stronger association with both of the outcome variables (comfort in civilian roles) than does the Missadf index. The need for control over the transition, is a need for predictability, for clarity of purpose, where ambiguity is minimised, and where personal efficacy is paramount.

The losses component within the transition process, is more of an inward looking, an internalised process, and perhaps, a more of a passive engagement with reality. Feelings of loss may have similarities with depression, in that it is an inhibitor of action. This suggestion has some validity because of the links between perceived losses and the inability or incapacity to grasp the opportunities and accept the challenges inherent in the new situation, and the index of residual socialisation.

It is obvious that the ability to obtain congenial employment where autonomy can be exercised, where one's talents are recognised and utilised to the full by civilian employers is crucial to a successful transition. But the obtaining of a job may be dependent upon choice of resettlement locality, funding availability for housing, meeting children's and the family needs and so on.

The final chapter of this thesis discusses some of the implications of the model for the ADF, its members and for professionals involved in assisting those undergoing transitions. Some directions for future research are explored and the wider implications of the model examined.
CHAPTER SEVEN

Implications of the Research

7.1 Introduction
This research was guided by two objectives. The first objective was to identify those factors which either facilitated or inhibited the ease of the transition of men leaving the armed forces for civilian life. The second objective was to attempt to develop a model of transition which had generality beyond this particular sample undergoing this specific major life transition.

Chapter Five presented for each block of variables the correlations between the independent variables within the block and the dependent variables. The dependent variables were then regressed against the variables within any one block. This allowed those independent variables which did not add uniquely to accountable variance to be discarded. This procedure allowed for the identification of those variables within a particular block which either impeded or facilitated the rapidity of the transition in the five designated areas - finding work, sorting out finances, obtaining suitable accommodation, and settling self and the family into the civilian environment.

The synthesising process which followed brought together those items to form an item pool against which each of the dependent variables was regressed. From this analysis it was possible to identify those variables which contributed to accountable variance within each of the dependent variables. Comments on these analyses were included in Chapter Five. A general overview of this data was presented in Chapter Six.
In relation to the first objective, this research has shown that inhibitors of the ease of the transition and factors which prolong it include, inter alia:

A. Poor Coping Skills:
The use of avoidance and denial techniques - a seeming inability to grasp the reality of the situation, to face the facts of discharge and to take effective action was associated with a more intense, prolonged transition and decreased comfort in civilian roles. Avoidance and denial techniques may have benefits as well as costs (Lazarus, 1983), but in this research there was also a strong association between the use of poor coping skills and stress measured by the GHQ, and with low self esteem. The suggestion by Adams et al. (1976) that levels of self esteem may vary throughout the transition process found little support in this thesis.

B. Most Dimensions of Social Support:
It appeared that the social support offered by previous colleagues, the RSL, the use of Post Discharge Resttlement Training (PDRT) and other resettlement schemes within the ADF were largely unhelpful, as was the use of the 'old boy network', the Commonwealth Employment Service and other employment agencies. But support from new employers, lawyers and bankers and others who offered financial help (Loans) was useful in assisting the transition process.

There was an indication that social support could be for 'better or worse'. The hypothesis that social support acted as a buffer against stress was not supported by the data.

C. A Neutral or Hostile Partner:
It was discovered that having no partner or spouse made it easier to traverse the transition terrain, than having a spouse
or partner who was mildly supportive, neutral or hostile. The respondent who had a supportive partner during the transition process tended to have an easier and shorter transition.

D. Poor Choice of Resettlement Locale:
For a great many dischargees, leaving the ADF necessitated or provided the opportunity to re-locate the family home. Many respondents attributed difficulties in obtaining employment to their choice of resettlement locale. It has been argued that employment is of a greater importance than resettlement locale.

E. Lack of Support from Civilian Employers:
Approximately one-third of the sample reported that one of the major barriers to obtaining congenial employment was the failure of civilian employers to recognise and accept ADF qualifications, expertise and experience. The ADF obviously has a marketing problem, not only in terms of obtaining suitable recruits, but also in convincing the civilian environment that its qualifications including the relatively new "Certificate in Technology" offered by the RAAF has the skills components that civilian employers can utilise.

The importance of congenial work where previously obtained qualifications, experience and expertise are fully utilised are not only important ingredients in the development of a healthy self esteem and a new identity, but in anchoring the new 'self' in an appropriate work and life style. Any major shifts in identity or an undermining of confidence, self worth and a questioning of "Who Am I" may prolong and intensify the transition.

F. Poor Preparation for Discharge:
Prior to the actual day of resignation, well before the day of discharge, men have been thinking, planning, choosing and
imagin!ng life after the ADF - the roles they might occupy, the environment they might create, and the kind of person they would want to become.

Therefore the day of discharge is at the end of a process, not the commencement of one. It is the day they dis-engage from the ADF. It represents a physical letting go, and an increasing engagement in an environment which is new or novel to some extent. Many respondents felt that they did not have enough information that ADF resettlement seminars and provisions were inadequate, and that they were under-prepared for the tasks in front of them. Certainly the ADF has some degree of responsibility in this regard. But so also do the men themselves.

Respondents and potential dischargees from the ADF have the responsibility of ensuring that their skills and qualifications are suitable for the civilian environment. There is little point in believing the recruitment literature, and assuming that it will hold until discharge. The ADF member has to have a regard for the time when they will leave the ADF. This suggests that somewhere round about year fifteen the ADF member should vigourously pursue a programme of study which will lead to some civilian qualification. The ADF, for its part, should constantly seek TAFE, and University cross-credits for the skills and expertise it has taught its men and women.

G. Poor Family Relationships:
Where a member's family life is in difficulties, leaving the ADF may not resolve the problems. In fact, discharge from the ADF may result in a break-up of the family. Leaving the ADF when there are family and marital problems tends to exacerbate the difficulties inherent in the transition process.
H. Too Much Change:

Intentional changes and life events function to inhibit the transition process as Tough (1982) indicated. Too much change may be as detrimental to the transition process as too little change. Transitions tend to generate stress, so where a respondent indicated that he was involved in other changes over and above the shift into civilian life, the result tended to be an increase in the difficulties associated with the transition to civilian life.

Individuals making a change should seriously consider limiting the amount of change being experienced at any one time. Intentional changes and life events inflict a heavier load, physically and psychologically on the individual and he may not have the resources (cf. McClusky, 1970) to carry that load. Where new situations are ambiguous and the old rules no longer apply, it may be difficult for the individual to determine priorities, to make appropriate adjustments and so on. This is particularly the case when second order change is called for - when the rules about the rules are under negotiation. The confusion can become more intense if the hegemonic support of a total institution like the ADF is no longer available.

I. High Levels of Satisfaction with the ADF:

Satisfaction with the ADF and its life style inhibits the ease of transfer into the civilian environment. It is one measure of the extent, degree and intensity of ADF socialisation processes. Length of service more than rank tended to be associated with satisfaction with ADF life. The extent of prior ADF socialisation has a potent impact on settling into civilian life in a number of ways. It adds to the intensity of the losses incurred, increases the losses over the opportunities available; it highlights the effects of residual socialisation on accepting new ways of living, thinking and behaving, and it
ensures that in comparison with work in the Services' environment, work in civilian life will tend to come out 'second-best'.

It was noticeable in the research that physical health factors, or changes in health patterns, accidents or hospitalisation had no significant influence on the transition. The loss of control over the transition as measured by A-146 was a potent predictor of the lack of ease within the transition situation. But the Locus of Control measure which is an indication of proactive as against reactive coping played little role in predicting the ease or otherwise of the transition. Personal self image items played little role in the model, but a lack of self esteem was associated with increased intensity and duration of the transition.

Rank, Service Branch, Year of Discharge and length of service were largely irrelevant factors in the duration and intensity of the transition and in the degree of comfort in civilian roles. It was discovered that scores by respondents on the two derived sub scales of the General Health Questionnaire tended to indicate that this sample of men were more stressed than Australian "men-in-general" and than those in a sample of serving ADF personnel. The transition to civilian life was therefore considered to be a stressful experience. Furthermore, high stress scores were associated with both an increase in the experienced intensity of the transition and an increase in its duration.

7.2 Towards a General Model of Transition

The second objective of the research was to develop a more general model of transition. This was the focus of Chapter Six. It was accomplished by regressing the outcome variable - the degree of comfort in civilian life - on all the erstwhile
dependent variables and the pool of items which emerged in the synthesis of the independent variables on the outcome variable. In summary it was found that loss of control, missing and grieving for the ADF way of life, lack of support from one's partner, failing to take up the challenges presented by the transition, the effects of residual socialisation, the length of time to complete the transition and the inability to feel comfortable or at ease in new work roles all contributed substantially to feelings of discomfort as a civilian.

The transition into civilian life has, then, a number of important features which should become part of any more general model of transition. Some of these features which are discussed more fully below, are novel or new to the literature, whilst others are a reiteration of what is already known, with perhaps, differences in degree or emphasis.

1. **Transitions take time**

A significant number of respondents, at the time of completing the questionnaire indicated that the transition process was still underway. As many as twenty percent of the sample believed this after two years in the civilian environment and nearly forty percent took longer than a year to feel that the transition was complete. And yet, approximately the same number felt that they had completed the transition to civilian life within six months. The time component of transitions is usually under-stated or even ignored - the impact of a precipitating or triggering event may be quite intense for a short period of time, but the ramifications of that event may take a considerable amount of time to work through, to the stage that a statement that 'the transition is now completed' can be made with confidence.
2. **Transitions involve an intensity of experience**

All undergoing a transition of any kind, will experience it in a variety of ways. It may be experienced in a heightened sensitivity to the newness and in a continuous process of comparison of the 'old' with the 'new'. It may be experienced as relief from a threatening, monotonous or pressured situation. In this research the intensity of the experience, and its expression was mediated by a number of other components within the transition process. It becomes therefore important not to discard the construct, but to be aware that the expression of the intensity of any transition may take a number of forms, including for example, depression, hyper-activity and psychosomatic disorders.

3. **Transitions generate stress**

The literature is unequivocal in the belief that transitions generate stress. This research supported this generalised belief. The transition process and the stress it generates, may engender a variety of coping practices some of which may be less helpful than others. Coping practices, for example, may include intra-personal responses (day-dreaming, wishful thinking; hope), as well as other defence mechanisms. On the other hand, coping strategies utilised may be more 'proactive' and environmentally based, and for example may include the development and use of a social support system. It is difficult to ascertain the relative 'multiplier-effects' which impact on the stress derived from the original trigger or stimulus situation.

The hope generated, for example, by the invitation to appear before a job selection panel may turn to distress if the interview goes badly. The negative ambiance of this experience impacts on other aspects of the transition process. It may be counterbalanced if the individual receives good news about the
purchase of a house, or the development of a new relationship. In this example, there are two influences having an impact on the transition, one 'good' and the other 'bad'.

A transition may consist of a number of tasks, and progress within each may vary. Good news in one area of the transition may be offset by bad news in another area. Aspects of the transition could be smooth and change imperceptible and continuous. Yet other aspects of the change may be more discontinuous in nature.

4. **Transitions may result in a loss of moorings**
   - a loss of control

The heightened sensitivity to the self and the environment which may be a consequence of any major transition may lead to a feeling that the rules are no longer known, and that the process is out of the control of the individual. This loss of moorings (Hansell, 1976) may indeed be a recognition that the previous routines, hegemony, and structure of life no longer hold. Unfortunately there may well be a reluctance to 'let-go' and may result in a holding on to and persisting with inappropriate behaviours. For example, those who tried to impose their previous ways of behaving, thinking and feeling - the consequences of ADF socialisation - on the civilian environment were the ones who had the most difficult and longest transition.

5. **Transitions demand new or slightly different sets of behaviours, and/or role changes**

This research showed that the duration of the transition was largely independent of its intensity and any role changes that may be required. If this holds to more general models, it suggests that the more quickly an individual adopts, accepts and incorporates the new roles, regardless of their nature, by
definition, the transition will be completed all the more quickly. But, it must be recognised that transitions which demand changes in behaviour, thinking and so on will have ripple effects throughout the whole of an individual's life space. There is no turning back.

6. Transitions involve losses
All transitions involve some loss. In the letting go process, something has to be given up. Almost inevitably this means that there will be a grieving or mourning for the past, for what has been lost, or foregone. These losses will add to the intensity of the experience, and if severe enough can colour the total transition process. In this research, the Missadf index was an indicator of the extent of the losses felt. In other research, it may be meaningful for researchers to ask the question - in the process of change what is being lost?

Where there is a marked loss of formal status, a separation from a well understood hierarchy, isolation from mates and denial of access to a life style, the result is likely to be anxiety and stress. The experience of loss will be heightened by a shift into an environment which is less structured and more ambiguous and where status is problematical.

7. Transitions are likely to be impeded by previous socialisation processes
The extent of what is lost may be a function of previous socialisation processes. For example, the workaholic may find retirement extremely difficult because in the past, work has been used, among other things, to fill, to occupy spaces in time and to structure activity. An academic, for example, may find the transition to the world outside academia extremely difficult to adjust to, because of different time scheduling, lack of intellectual stimulation and so on.
Professional and other training tends to act in such a way as to disrupt or filter further adult resocialisation processes. Blau and Scott (1963) showed, for example, how social work training interfered with social agency socialisation processes. It was clear that many professionals in the ADF see themselves foremost as engineers, chaplains, or whatever, who happen to be employed by the ADF. Where respondents owe no such allegiance to a professional group which, as it were, transcends the ADF experience and dilutes ADF socialisation processes the ex-ADF member may find it difficult to be absorbed into civilian life.

A number of ex-ADF men re-engage or move into similar occupations, for example, the police or security services, as a way of coping with the ambiguities of civilian life.

8. **Transitions may precipitate an identity crisis**

Part and parcel of this process is the question of identity. Major transitions in life may engender identity crises. The schoolboy is not the same as a young adult worker. The young married man occupies a different role-set than his single mates, and the separation becomes even more acute when the first child is born. A woman who gives birth, is really quite a different person from one who has not. These differences may markedly change the person and may lead to an identity shift where the old identity has to be discarded in favour of a new one. In many cases, there is a natural progression and no serious identity crisis occurs. There may be those changes to which Bertaux (1982) refers, where the new identity permeates and transforms the old. Identity crises may occur where previous socialisation has been especially strong, and where the supportive hegemonies no longer exist. This is especially so if the new environment is ambiguous, novel or where old rules no longer apply.
9. **Anticipated Transitions may be preceded by an appraisal process**

Most transitions may involve an orienting process by which the person involved in the appraisal process is 'guided' to respond to some stimuli in the environment and not others. The initial appraisals are likely to take place at a subliminal level and may involve pre-transition thinking, planning or decision making. If the individual is a co-producer of his own environment, then there is likely to be interaction between individual and his environment, so that, in effect, at the very least, each chooses the other. The appraisal process is continuous, and the belief that the transition is complete is a function of the appraisal process.

The appraisal process continues throughout the transition process, and may involve evaluations of the present situation with the past. The comparative 'relative-deprivation' process is most likely to be poignant when difficulties arise in the new situation. There may be a recourse to wishful thinking (Avoid) or even to regressive behaviours. It is suspected for example, that the attempts to 'impose' military ways on civilian work practices may involve this kind of regressive behaviour.

10. **Transitions have an ecology**

Transitions occur in the physical and psychological environment and within an historical context at both the level of the individual and at the societal level. Life events and other changes contiguous with the major transition may impact on the major transition which then interacts and impacts on the definition and meaning of the situation for the incumbent undergoing transition. The transition and the individual in transition has a differential impact on a wider network, which in their turn may infect the transition process. It is
important to recognise that all those involved in transition have a history and a unique set of family relationships and a social support network which may or may not impede the transition process.

11. **Transitions require a re-framing process**

Transitions require an acceptance of the challenges of the new (with its attendant costs) and a re-framing of the problems associated with the new into opportunities that can be taken advantage of. Those individuals who are prepared to 'grow' tend to have outcomes that are positive. It is suspected that 'acceptance' in both the Adams et al., and Kübler-Ross models masks the possibility that the re-framing process has begun. Re-framing is concerned with taking the past and re-interpreting it, whilst at the same time, 're-inventing' the present by the inoculation of hope.

12. **Transitions comprise a number of inter-related tasks**

If most transitions consist of many facets or aspects then it is possible to sub-divide the total process into smaller components. This possibility provides for greater ease of control and coping in the areas in which change has to be made. It may provide the transitioner with increased feelings of self efficacy and confidence. The ability to focus on one aspect of the transition and cope with it successfully may generate hope that the total transition can be successfully negotiated.

The breakdown of the transition into smaller tasks to be accomplished suggests the possibility of identifying those aspects or components of the transition which might present difficulties. Whilst the difficulties may present as affecting, for example, new roles at work, the real component of concern may be 'the non-acceptance of the challenges' implicit in the shift, or the residual effects of prior socialisation.
Any transition has to be regarded as a multifaceted phenomenon, which may involve a series of tasks, each of which has its demands which vary over the transition in terms of their saliency, intensity and, their clamouring to be met.

7.3 Comparison with Other Models of Transition

The Lieberman (1975) model of transition provided one of the starting points for the work in this thesis. Indeed, it was largely as a result of his model, for example, that indices of social support and life events were included in this thesis. However, there are a number of departures from the Lieberman model which are apparent as a result of this research.

There is sufficient evidence from the literature on change and transition to suggest that change is an interactive as well as recursive process. Our path analyses by their nature were causally ordered. Notwithstanding, the statistical significance and meaningfulness of the model chosen, other arrangements of the variables are possible. Nor can the possibility be ignored that some of the paths could be bi-directional. The possibility of interaction and feed-back between sets of variables, raises the possibility of an interactive 'multiplier effect' (a source of future research!). Lieberman's model is uni-directional, though he does indicate interactional possibilities between social supports, life events and current functioning.

Lieberman does not include 'time' as a variable in his model. As a consequence, he does not recognise that the intensity of the transition experience has a duration. Nor does he accept the possibility that the meaning of the transition experience can vary over time. Another difficulty with the Lieberman and most models of transition is the failure to adequately understand that current functioning, as suggested in the
Lieberman model, is contextual. If the context is changed current functioning may not provide any adequate indication of the ability to function in a new context.

The residual effects of previous socialisation and, implicitly, contexts, do carry over and have an impact on functioning and degree of comfort in the present, post the triggering change event or incident. The amount of residual socialisation present at a particular point in time might be a good indicator of the amount or degree of life space change being undertaken. This is a not an all or nothing situation. It may vary over time. Nor can it be predicted prior to the the triggering transition-onset event.

It has been suggested that the losses associated with making the change may fluctuate as a function of the degree of acceptability and acceptance in new roles and contexts. The individual making the change will tend, for some considerable time, to be involved in a process of comparing the old with the new - an appraisal of the new with the old as the standard, a standard frequently seen through 'rose-tinted' spectacles. The feelings of loss in our model comes at a different point than is suggested by Lieberman. There has to be the recognition that alongside the mourning and the grieving for the old, is a somewhat parallel involvement in meeting and accepting the challenges and the opportunities provided in the new environment. Neither Lieberman, nor Adams make this point.

The intensity of the transition experience in our model is mediated by other variables, and as such may be a somewhat redundant construct, bearing in mind the comments above. A much more powerful construct was that of personal control over the transition or personal efficacy. Empowerment is not a feature of the Lieberman model. The need for control over the process
may indeed be a typical 'male' phenomenon as Viney (1980) suggests. It also indicates that ADF preparation of its dischargees should be predicated on enhancing empowerment and not on dis-empowering them through the discharge process.

The drive for control, which for our respondents may be acute (a function, perhaps, of ADF socialisation processes) may paradoxically be exercised through inappropriate coping behaviours. It may lead to faulty scanning of the environment for cues, for assistance, as suggested by Hansell (1976) in a random, chaotic way. This pattern of functioning may well explain the negative utility of many of the social support structures despite their perceived utility by respondents.

All transitions create stress. It became apparent that chronic psychological illhealth can be distinguished from the more transient stress which may be a function of the transition process. It is 'normal' to be be pressured by events. Those respondents with underpinning psychopathology, however, will tend to have difficulties regardless of whether or not they are making substantial changes in their life space.

Stress has to be seen and measured in the context in which it is generated. The intensity of the transition and an increase in time to complete transition tasks tended to be exacerbated with too much change. This was the case regardless of the nature of the change - intentional change or the change occurring as a result of life events. Relative non-change or stability of existence seemed important in enabling, perhaps, energy to be devoted to transition tasks rather than personal or other kind of change.

Cognitive appraisal procedures function not solely at the point of 'threat and loss management' as believed by Lieberman. Both
the intensity and duration of the transition in this research were a function of the degree of confidence and surety about how well the respondent believed he would cope with the transition tasks. Appraisal of the threat, of the consequences of the decision to leave the ADF is a continuous process, not a once and for all activity, and it occurs much earlier in the transition process than Lieberman indicates. The cognitive appraisal process (Lazarus and his associates) will tend to function in the generation of hope, an important ingredient identified by Lieberman in his work.

The Viney model of transition is essentially a three part model starting with the onset-triggering event which precipitates change, the outcome of which is mediated by thoughts, feelings and beliefs. These include sense of personal competence, social support, degree of control, guilt and other feelings (eg. anger and positive affect). Her model has a cost-benefit approach to measuring or identifying the outcomes.

The psychological cost is obviously an important component of any transition. The losses associated with leaving the ADF continued to have an impact, even after a number of years. But, two factors are relevant. The first is that individuals have to both 'let go' and to 'hold on'. In other words, the psychological cost can be reframed into a notion of hope for the individual in transition. Questions of the self can be asked, for example, what 'baggage' do I have to abandon? What do I need to hold on to that was valuable and, indeed, has helped me to be what I am, in the here and now? Thus the individual needs to reflect upon the nature of the impact the transition on him and his family, and how he needs to make best use of the resources, both internal and external, available to him.
Secondly, where there is a commitment to a course of action represented by the variables concerned with confidence in the future and expectations as to the length of the transition, the costs incurred in the transition are likely to be within acceptable limits. The costs of the transition are not severe enough to breach the threshold of threat, but are seen as 'normal expenses for the journey'. Inflexibility, in terms of refusing to compromise (A-156) support the notion of purposive action, and such action provides a degree of control, of predictability and hence ostensible control over the transition process.

Self image variables of personal potency (strength) and capacity (capable) did not survive into the final item pool. Lieberman's research showed that it was the 'nice' people who succumbed in change situations, and the 'awkward' ones who survived. There was some suggestion from our data to support Lieberman's belief.

Viney ignores previous socialisation processes as a potent force in the psychological costs equation. In McClusky's (1970) terms, those who enter the discharge process with an inability to discard their previous socialisation have built in a load factor which means there is less margin of power over load or capacity to cope, than for those who do not have this burden. Of some importance in the transition process were the reasons for wanting to quit the ADF. The quest for greater family stability and the belief that the career track in the ADF offered little future satisfaction were motivating factors in the 'letting go', or the giving away of prior socialisation influences. The 'drive' to 'make it' in civilian life also facilitated the transition process. For example, those men who left the ADF after serving more than twelve but less than twenty years and as a consequence gave away pension
entitlements tended to have a more realistic view of the civilian work environment, and in general took less time to complete transition tasks. The reasons for seeking change occur in neither the Lieberman or Viney models. Ebaugh (1988) argues that letting go of an 'ex' status takes time, and she recognises the psychological costs involved in such a process, though she makes no attempt to measure the costs. This thesis does.

7.4 Further Implications of the Model

Some of the implications for the ADF in its discharging its personnel and some of the implications for individuals within the Services contemplating discharge are spelled out below. It is clear that any transition has latent consequences as well as manifest ones. A charting of the manifest possibilities and opportunities may lead, upon reflection, to an uncovering of some of the latent outcomes of the triggering event which precipitates the transition. In the discussion of Tough's notions of Intentional Change, it was made clear that this writer had difficulty in separating out intentionality from non-intentionality. In line with the thinking which underpins the thrust of this thesis, that is individuals are active in co-producing their own environment and their own future, it is obvious that a great deal of preliminary anticipation or orientation takes place. So what might appear to be a sudden (catastrophic) decision of an individual to, for example, leave a marriage, may be in fact the result of a great deal of prior-work, much of which may not be recognisable as such by the individual concerned, except in terms of unhappiness, and a desire for other alternatives.

In addition to the various tasks to be identified within the transition, it is quite clear from this research that there are a number of factors or components which are part and parcel of
the transition process. It has been shown that these components are largely independent of each other, and a failure to take into account these aspects of the transition, will make the partial understanding of the transition process even more limited. It is not possible to think of transitions without considering the effects of prior socialisation and learning. It is not possible to conceive of transitions without having regard for new role occupancy, for the ways in which individuals cope, the social supports perceived to be available and so on.

There is then a possibility that a matrix of tasks and components can be constructed. With careful analysis, the person in transition can be enabled (put in control) to cope with those tasks within the transition easily and quickly, and to use this success to grapple with and to develop the support required to deal with the more difficult transition tasks. Many of the questions in the Transition to Civilian Questionnaire may assist in this process. The Questionnaire's therapeutic value has been mentioned previously.

Where a triggering event is predictable and/or voluntary, it makes it possible to adequately prepare for the transition ahead. The distinction between problem-focused coping and coping with the emotions which these engender (Lazarus, 1983) may be important, in assisting the recognition of the dualism which pervades much decision-making. The mechanical aspects of the shift into civilian life generated much emotional heat, family trauma and so on. The shift into civilian life, like any major transition involves the total person - the whole person in a context. Brent's interpretation of Prigogine's work which suggests that the cost of creating order out of entropy, may be by transferring that entropy to other systems (which may be to other individuals, families, etc.). It is well known for
example that families which are in disarray may project one of their members as the 'cause', the 'delinquent', or 'victim'. The cost of the personal coping and adjusting to major change may be at some other system's expense. Thus, those working with potential transitioners ought to be aware of the ecology of the change.

The problem and emotional aspects of coping, however, point to another feature of transitions. Some triggering events are very emotional (eg. sudden death within the family, or among friends, etc.). Nonetheless, the distinction of Lazarus, points to the recognition that adequate coping may indeed involve decision-making, a more rational and cognitive activity, at some point in the transition process. It was Rotter (Rotter, 1975) who argued that where an individual was faced with tasks that were unambiguous, then these tasks would elicit task-specific behaviours. But, where tasks were more ambiguous, there was likely to be a recourse to general tendencies - to previously held values positions. The management of transitions may be better executed if many of the tasks are made as specific as possible. Then, the 'queueing' and other strategies suggested by Adams et al. (1976) can be utilised. These ideas are in line with the minimising the amount of change encountered at any one time and reducing the margin between 'power' and 'load' (McClusky 1970).

7.5 Implications of the Model and the Research for the Australian Defence Forces

The implications of this research for the ADF are profound. No longer can resettlement be delegated as has been suggested by a number of officers in Australia and New Zealand as 'the thirteenth duty in a list of thirteen duties' of a junior Education (or other) Officer on a base with little perceived support from Canberra or elsewhere. The somewhat higher than
usual attrition rate from the ADF over the past few years: changes in policy with regard to Defence Housing, the Hamilton Report, the concern about the "postings policy" epitomised recently (1988) with the articulation of the need for a standardised, cross-State educational system, are indicative of the unrest and growing concern among service personnel about their conditions of service and the resettlement provisions after many have given long and distinguished service to their country.

It is clear from this research that the transition into civilian life is stressful, and that the pressures are different from those which accompany a change in posting within the services. The crucial difference is that a posting within the services (and that is stressful enough) is within the normative framework of ADF life. Hence there is a change of location within an existing support system (first order change as outlined by Watzlawick et al. 1974) where the rules remain the same. The shift into civilian life is essentially a change with second order characteristics - the old rules no longer apply with a requirement for the development of new solutions to new problems. Those ex-servicemen who use inappropriate coping measures or try to impose military type solutions onto civilian problems experience a difficult transition as has been noted.

While it is the case that approximately one third of the respondents experienced a difficult transition, this must not overwhelm the fact that two-thirds coped with the adjustment to civilian life without too much difficulty. Stress and discomfort accompanies the transition for all. For a number of reasons one third experienced difficulties which were sufficient to breach perceptual thresholds.
The major task that confronts an individual leaving the armed forces is the relinquishing of a military identity and the creation of a civilian persona. Tied intimately to this process is the obtaining of a job in a field at the appropriate level congruent with personal beliefs, felt competencies, knowledge, expertise and skills. This task became difficult for many ex-servicemen, and with it, consequences for self esteem, loss of control and so on, especially when there was a discrepancy between the respondents' perceptions of the self and their fitness for jobs, and the perceptions of civilian employers.

The difficulties may be a function of inappropriate aspirations on the part of the ex-serviceman, for whatever reason this might be. It may also be a function of the ignorance of civilian employers as to the capabilities of armed forces personnel both in terms of their qualifications, the meaning of their experience, and their capacity for leadership under non-military conditions.

There is no doubt that one of the functions of the ADF socialisation process has been to accentuate differences between the military and the civilian. Many servicemen have the view that military experience in the trades and technical areas, for example, is ipso facto, superior. In many instances, tradesmen and technicians in the armed forces are working on and with equipment that is still on the secret list, and which by definition is at the cutting edge of technology. But, if a serviceman does not have civilian recognition for his skills and expertise, if not qualifications, then he emerges from the armed forces with a severe handicap.

One serviceman's story is pertinent here - he was a highly skilled technician in the ADF had a number of civilians with trade and technical qualifications under his control. Upon
leaving the ADF, he applied for a civilian job with these people, but was not acceptable because of a lack of formal appropriate qualifications. The firm could only offer him a labouring position. This man accepted the challenge, became qualified and within a relatively short period of time, (3 - 4 years) recovered to a position where his status and salary were equivalent to that obtaining in the ADF. Others have not accepted similar challenges believing that they should not 'have to start at the bottom again'!

The need for sound vocational counselling, and post-discharge career preparation is obvious. It is this writer's belief that trained vocational counsellors ought to be employed by the ADF to help its members obtain suitable and congenial civilian employment. These counsellors (civilians) ought also to build bridges between the qualifications and 'experience' structure within the ADF, and TAFE, College and University requirements. The hope would be that no member in the ADF, who has served twelve years, would be unaware of what is required to obtain civilian qualifications. This is particularly the case at the present with the Dawkins' (1988) emphasis on the transferability of academic credits between institutions and the granting of credit for experience and expertise gained on the job.

One other factor that shone through in the research is that ex-servicemen must choose very carefully where they intend to live after discharge. Climate is no substitute for access to suitable congenial employment. A lifestyle cannot be generated where there is no income or meaningful occupation notwithstanding a pleasant climate and physical environment. The search for and acquisition of a new identity, for men if not for women, is inextricably intertwined with how one occupies time. Jobs and careers structure time and assist in
identity formation. In the absence of such a structure (and feeling of belonging that it engenders), men suffer considerably. If in addition, a label is attached by significant others which states how one is perceived (eg. unemployed, incompetent, redundant, unskilled) which is incongruent with perceptions of who one really is and/or would like to be, the transition process is both intensified and prolonged. Like a stone thrown into a pool, the ripple effect can be considerable.

The ADF must also recognise that in discharging its personnel, it is also discharging the family of that service person. The practice, in the past, of limiting attendance at Resettlement Seminars to the individuals to be discharged is inappropriate in the late 1980's and 1990's. The excuses of logistics, smallness of venues, and having to meet a wide range of needs ought not to be countenanced. If a family has to suffer a significant loss of income, a disgruntled, ill at ease, unsatisfied father or parent, as a result of that parent being a member of the armed forces, it is incumbent on the ADF to ensure a smooth transition as possible for all the family. The emotional overtones of the transition process must not be ignored in future resettlement seminars.

The nature of Resettlement Seminars should be re-considered. Their value is equivocal and their assistance, along with all other resettlement training schemes, in making the adjustment to civilian life, problematical. For example, the PDRT index's appearance in regression equations was as an inhibitor of progress through the transition.

7.6 Implications for Individuals Leaving the ADF
Individuals who are considering leaving the ADF ought to first of all survey the amount of change they are undertaking either
as a result of making intentional changes, and having to change as the result of life events. They ought to take time out to fill in check lists and the kinds of inventories used in this research to establish a map or life space diagram which can be used by the individual and his family as a stimulus to questioning the timing of the move from the ADF. Too much change inhibits the transition process.

Secondly, leaving the ADF for the wrong reasons may impede the timeliness of the shift. Leaving in a hurry as the result of pique or believed injustice may lead to transition difficulties. The decision to leave the ADF has to be carefully considered. The timing of the departure is important. It was found, for example, that an over-riding concern for the stability of the family and a strong dissatisfaction with career prospects in the ADF tend to have the effect of reducing the losses felt and the consequent grieving.

Thirdly, the task of deciding what to do after discharge is a crucial question that should be examined years before discharge. Involved in this question is the implicit question of choosing the location where this will be done. The individual contemplating leaving the ADF, needs to conjure up a vision of himself as having the opportunity to create a new identity. The individual must recognise that they are, along with their environment co-producers of their future. They must also recognise that civilian employers know little about the ADF and may treat with a jaundiced eye the experience, qualifications and expertise of the ex-ADF member. Similarly, the ex-serviceman needs to understand that there is a logic in the civilian employment market, and that not all work 'systems' in civilian jobs are inferior to the ADF way of doing things.

Fourthly, it will be important for the dischargee to recognise
that they will undergo a separation process which will involve elements of a mourning process. A part of which will involve a continual comparison of the now with the past, and that at times the civilian environment will not fare well in the process, raising doubts about the wisdom of leaving the ADF at the time they did.

Fifthly, many respondents complained about a lack of information about their own entitlements, civilian work habits, labour force trends and so on. Whilst Resettlement Seminars can assist those with more than twenty years service. It is, however, incumbent on the individual considering leaving the ADF to do his or her market research and to be proactive in ensuring that their own transition is as smooth as possible. It is not possible, of course, to be absolutely clear about the nature of the transition. But the individual has to develop coping skills and strategies that are generic, and hence applicable, with some thought, to a wide variety of situations. Adaptability and, the avoidance of a narrow skills base will ensure an easier transition. Officers and men with recognised civilian trade, technical, professional and degree level qualifications, for example, engineers, accountants, lawyers, builders, pilots, doctors and dentists will have relatively little difficulty obtaining civilian positions, depending upon location and normal job market forces. Those with little skills directly applicable to civilian life (eg. infantry officers and men) need to obtain recognised civilian qualifications (eg. from the Australian Institute of Management; accountancy; computing certificates and so on.)

It is suggested that attractive booklets, videos, computer programmes be part of the information network available to all men and women at all points in their service career. There is certainly a discrepancy between the beliefs about the quality
and quantity of assistance offered by the ADF (by administrators) and the perceptions of respondents in this survey.

7.7 Limitations of the Study and Directions of Future Research

The more obvious limitations of the research are those imposed by the research's ex-post facto nature and the method of the data collection. There were attempts to counteract the latter by interviews with those considering leaving the ADF, and those who had left. In addition, there were discussions with ADF Resettlement personnel, ADF social workers and psychologists, and in-built checks and balances within the collection instrument itself.

Many paper and pencil tests and instruments used in the thesis were well known instruments of proven reliability and validity, (eg. Rotter's Locus of Control; The General Health questionnaire, and Rosenberg's measure of self-esteem). A number were specifically designed (eg. D-1 to D-47), and yet others were modified for use in this research or generated within this research. Whilst internal consistency (alphas) measures tended to be reasonable, there is always an area of doubt, which further research can help to alleviate. This is, notwithstanding, that most measures used appeared to operate consistently and in the expected direction and obtained construct validation from their correlation with other instruments (eg. Missadf scale, with the Noregret scale and the modified Satis scale of Salas).

It was not possible to obtain physiological measures of well-being or stress and strain. The use of paper and pencil instruments to measure health variables were probably too crude and as a result were not all that useful and played a far
lesser role than originally imagined. The underlying philosophy though was maintained within the instrument. It was only those 'occurrences' or aspects of the transition which breached the perceptual threshold, upon reflection, which were the important ones. Health status, by and large, did not figure prominently enough to breach the 'empirical' threshold of the regression equations.

The failure of the locus of control instrument to emerge in the final item pool, was interesting, and it may be that its relative failure was a function of the 'success' of the A-146 variable, concerning beliefs about loss of control. If this is the case, then the locus of control measure as presently constituted is somewhat redundant, and research efforts should be towards developing an instrument of many fewer items which pick up these aspects of loss of control, learned helplessness and so on.

The factor analytic process of data reduction has its difficulties. Perhaps, the most important of which is the sample or population from which the data to be reduced has been obtained. It was disappointing that few of the items from the coping scale were useable. The two subscales "Growth" and "Avoid" need further validation, and are currently being used in other research. A different population may yield different groupings of items. In this research, care was taken to discover whether or not the same items emerged, when different sized sub-samples of the data were used. Part of the problem is, of course, that the questionnaire is bulkier than it ought to be, and with the knowledge gained from this research, a much more effective and efficient instrument could be devised.

The path diagramatic approach although useful as a map of general tendencies or flow from a designated starting point to
a chosen finishing point, by definition is unable to show the reciprocity of interaction between variables. The individual, in facing a major transition, has to make choices. The choices involve, at the most fundamental level, decisions about which aspects of the environment to respond to, and by definition, those to ignore. If the individual is deemed to be a co-producer of his own development, and thus, is continually making choices on the basis of those options perceived to be open for consideration, it ought to be possible to articulate what those options are. It also ought to be possible for the individual to indicate those aspects of the environment which are believed to be salient, and to suggest what needs these salient aspects represent. For example, a universe of potential sources of social support (D-1 to D-47) was developed. This universe of items which were differentially utilised also reflected, in a rather limited way, the nature of the support offered. In other words, respondents were able to indicate the nature of the help received from the various sources of social support. The corollary of this is that it ought to be possible to identify, prior to the event, the nature of help being solicited in going to a social support agency for assistance. This is a roundabout method of articulating the needs which the respondent is manifesting.

How to capture this process of identifying the salient stimuli to which individuals respond in transition and crisis situations, and by which they continually define their reality, is an area for further research.

The notion of 'residual socialisation' and its effects on adult education and training is a likely area of further research for the writer, particularly in relation to its inhibitory effects on learning, and patterns of learning activities in new situations. Being an 'ex' is not easy, and it interferes with
getting on with the 'new'. Much more work needs to be done in this area, particularly in areas of management, and management training.

One intriguing set of results, omitted in this report, concerned the number of deaths within the respondent's ambit before and after discharge. There was an almost exponential increase in the number of deaths after discharge. Discussions were held with demographers at the Australian National University and with other professionals to discover whether this was real, an artifact of the data, the cohort of men, and so on. The discussions were inconclusive, but are a fruitful area for future research. Other data, again excluded from this report focussed on the job search skills of respondents. It was found that the search for jobs was rather a serendipity process. Very few of the traditional means of finding work were utilised. The Commonwealth Employment Service again showed up badly, and surprisingly so was the use of 'resume writers'—neither were really effective in obtaining suitable employment for dischargees.

The concept of loss and separation anxiety has been around since the work of Bowlby in the early 1950's, but its applicability to adult populations needs to be explored more fully. Any change or transition inevitably means that a loss or opportunity-cost is sustained in giving up something regardless of whether or not the end process of the change or transition is beneficial to the individual. Too much change, too quickly can be as damaging to the emerging new identity, as much as the refusal to change. Change which is predictable involves risk-taking behaviour - the taking of calculated and planned risk.

The transition to civilian life from the armed services is a life transition of some magnitude. Whilst it has specific
characteristics which make it different from other major transitions, there is a core of elements which are present in most if not all transitions. Where any individual engages in any major transition, there are opportunities, and opportunities have their costs and their rewards, and the wise knows the difference!

Change and transformation are images of progress and retrogression. The firm and the yielding are images of day and night....

Therefore it is the order of the Changes that the superior man devotes himself to and that he attains tranquility by. It is the judgements on the individual lines that the superior man takes pleasure in and that he ponders on. (289)

The changes are thought of here as natural processes, practically identical with life. Life depends on the polarity between activity and receptivity. this maintains tension, every adjustment of which manifests itself as a change, a process in life. If this state of tension, this potential, were to cease, there would no longer be a criterion for life - life could no longer express itself. On the other hand, these polar oppositions, these tensions, are constantly being generated anew by the changes inherent in life. If life should cease to express itself, these expositions would be obliterated by progressive entropy, and the death of the world ensue. (I Ching - Wilhelm, 1965:323)
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One of the potential areas of stress for armed forces personnel comes with the shift from the military to civilian life. This has been recognised, in spirit at least, by the defence departments of most of our Allies, through the provision of Resettlement Programmes. Some of these schemes are seemingly elaborate and provide a wide range of assistance over a considerable number of years (e.g. U.S.A. and U.K.), whereas, more limited programmes appear to be the norm in both Australia and New Zealand. Part of the more limited offerings apparently available in Australia and New Zealand is no doubt a function of population size.

Notwithstanding this, it is interesting to note, that relatively little use of available programmes has been made by armed forces personnel in New Zealand. My impression is that the same situation obtains in Australia, though I have been informed that recently Resettlement Seminars have been well patronised.

While there are suggestions made recently in most of the major papers in Australia, that the economy will improve towards the end of 1984, and a little later perhaps in New Zealand, though election years are typically "boom" years, it is still true that considerable unemployment exists in both countries. A consequence of this is that "good" jobs will be difficult to obtain, especially for older people leaving or retiring from the armed forces. It cannot be denied that most people leaving the armed forces do manage to get and to hold jobs within a few months of retirement, but it is not always true that they secure jobs which make the best use of their skills and talents, and/or their experience, or jobs which offer them conditions of pay which enables them to maintain their standing within the community. Frequently there is much dissatisfaction within the job arena, leading to difficulties in interpersonal functioning; family relationships, and within the individual, lowered self esteem. Many retiring from the armed services utilise their allowances and commutation entitlements to purchase small businesses, but, I am not aware of any research which investigates the success or otherwise of these ventures.

The transition from the military to civilian life is a major transition, particularly for those who have made the armed forces "their life". My concern is that we do not know enough about what happens to people and their families during this major transition. For many, it will be a relatively smooth process; for some, it will no doubt be extremely difficult. I believe that knowledge about what happens to people in this important phase of their lives ought to be documented, and where appropriate it ought to have some impact on resettlement policies. I would appreciate receiving comments and/or criticism (positive/negative but hopefully constructive) from servicemen, their partners and families; ex-servicemen of all ranks, length of service, qualifications, etc. on any aspect of the transition from military to civilian life, and preparati for such a transition. Comment could include effects on health; family; relationships with family members, new employers, new and old colleagues and comrades; adjusting to new employment and unemployment demands; anything for better or worse that had an effect on your functioning and on you as a person. The above list is merely descriptive and must not be seen as exhausting the possible areas for comment. Naturally, any comment will be acceptable. All replies will be acknowledged, and utmost confidentiality will be observed. It is hoped that comment received will be used to determine the directions of my future investigations and research both in Australia and New Zealand.
Appendix B

Questions to be asked in the thesis

1. Is the transition from service to civilian life stressful, by itself? A part of the mid-life crisis?
2. Do elements within the transition (e.g., career/self/family/financial/leisure) covary and process differentially? Adaptation
3. How do each relate to each other?
4. Does the individual’s support system impact differentially on the various aspects of the adaptive process?
5. Do other life events impinge on the success or otherwise of the adaptive process? If so, in what way?
6. Is there any relationship between any of the following biographical variables and the foregoing:
   1. Age at which person left service?
   2. Years of service?
   3. Rank (nominal or substantive)?
   4. Years to retirement?
   5. Any combination of the above?
7. Is there any relationship between marital status, including length of marriage, and transition and adaptation difficulties?
8. Is there any relationship between size of family, ages of children, etc and adaptation?
9. Do the following personality characteristics appear as indicators or otherwise of success in making it:?
   a. Feelings of being in control of the process (locus of control) (Voluntary v involuntary)
   b. Coping style
   c. Learning style
   d. Attentional style
   e. Feelings of personal worth (self esteem)
   f. Feelings of competence, potency; etc (personal description)
10. Is a successful adaptation a function the degree of match or mismatch between key elements in the environment prior to and subsequent to discharge? Continuity versus discontinuity. Job comparisons.
11. Is the degree of adaptation a function of the degree of commitment to the Forces, in terms of satisfaction with the Services as a way of life?
12. Is there any link between the above and theories of adult development?
TRANSITION FROM MILITARY TO CIVILIAN LIFE PROJECT

Crucial Variables

1. was transition voluntary or compulsory
2. was transition predictable or unpredictable (unexpected)
3. rank at discharge
4. other ranks or officer
5. sex of dischargee
6. age at discharge; years left to work.
7. qualifications (military or civilian)
8. degree of anticipatory socialisation
9. use made of re-settlement provisions
   a. resettlement seminars
   b. financial resources
   c. formal education for new roles in life
   d. setting-up post-discharge network
      1. of old mates to get into civilian life (those already left)
      2. keeping in touch with old mates through clubs, RSL etc (attachments)
      3. seeking new mates and attachments (Norris Hansells book)
   e. other re-settlement provisions
10. family support for change
11. physical re-location—back to old environment/setting up in new environment
12. other family/self life events at time/number/intensity/duration
13. degree of threat posed by the transition (as perceived by the dischargee)
15. degree of similarity of pre-and-post discharge job/role/lifestyle
16. time to get new job/unemployment
17. relative status/ financial reward/satisfaction with present job and old job
18. number of jobs held/progression in kinds of jobs held (Supers exploration?)
19. health situation now as against health level in military
20. expectations realised/have you done as well as you would have liked
    if there is a difference between reality-and pre-discharge—why/how/what?
21. family network support experienced after separation.
22. friends/old-boy/new-friends/networks how good
23. new activities entered into versus continuation of old—jogging/hobbies etc.
24. degree of satisfaction/well-being now as against previously with job/lifestyle
25. any regrets

List not exhaustive—there may be other questions variables that should be looked at...any comments?
1-7 really basic demographic material
8-14 an attempt to assess individual prior to discharge and support system
15-25 how has he done since discharge.

Other variables to be considered:
1. ability/and the way/ in which they construe the world
2. degree of cognitive and affective complexity
3. locus of control—am I in control of the situation or is it controlling me
4. attentional processes and cognitive/appraisal style
5. flexibility/rigidity measures
6. coping and personal adjustment
7. learning style?
8. leisure style
9. IQ years of formal education
POST DISCHARGE RESETTLEMENT SURVEY

1. Mr Doug MacLean, a postgraduate student with the Australian National University's Centre for Continuing Education is conducting an investigation of the transition of service personnel into civilian life on severance, compulsory or voluntary, from the Australian Defence Forces. To assist his project Mr MacLean is surveying ex-service personnel by questionnaire and personal interview and is being aided by Defence in this survey.

2. The Department of Defence welcomes the opportunity to co-operate with Mr MacLean's investigations as a PhD student. It has been the goal of the Service Conditions Branch for some time to validate whether or not the approved objectives of resettlement are being achieved by the resettlement measures now available. This research project will accord with that goal and will hopefully assist Defence with the review of resettlement termination provisions previously announced by the Minister for Defence in August 1983.

3. You are one of some 3700 ex-service personnel who left the Services between January 1981 and December 1983 who are being invited to take part in the survey. Let me assure you personally that at no time will your identity be made known to Mr MacLean unless it is with your express approval. The outer envelope has been addressed and despatched by Service offices and the enclosed pre-paid envelope has been specially printed by Defence to further provide your safeguard of anonymity.

4. I ask for your co-operation in completing the enclosed questionnaire which as Mr MacLean observes in his introduction is lengthy and could take up to an hour and a half to complete. If, though, as a result of your personal involvement and contribution to this survey improved resettlement provisions ensue then I feel sure you would agree that it was time well spent.

5. Finally, may I also take this opportunity to wish you every success in your chosen civilian sphere, to again reassure you that your anonymity will be preserved, and to urge you to return the completed questionnaire in the pre-paid envelope provided. 

P.H. James
Commodore RAN
Director General
Service Conditions
November 1984
Appendix E

Transition to Civilian Life Survey

During February-March 1985, you should have received through the mail a questionnaire booklet "Transition to Civilian Life- A Survey". Enclosed was a letter from Commodore James, Director-General Service Conditions, seeking your co-operation in completing, and returning the booklet to the Department of Defence.

This letter, which is being sent out by the Department, is my appeal to you to return the questionnaire booklet, preferably completed, to the Department of Defence, as soon as possible. As we are working on a random sample of those who left the ADF 1981-1984, the larger the return, the more complete our data.

This is the first survey of this kind, and your participation is very important, in order to more truly represent the views of ex-servicemen regarding Resettlement, and to chart more fully the "transition experience". I have been greatly impressed by the quality of the responses to the written questions. A number have commented favourably on the project, and the obvious need for it, and yet others have used the questionnaire as an aid in their transition.

If you did not receive a booklet, please let us know, and we will forward one to you immediately. If you do decide to return the booklet incomplete, could you please give us the reasons for this inside the back-cover. Naturally we hope that you will participate fully, and complete the booklet as soon as possible. Thanks very much for your support of, what I consider to be a very worthwhile project aimed at improving the lot of servicemen as they move into civilian life.

Doug. MacLean
Senior Lecturer in Education,
University of Waikato
Visiting the Australian National University
1984-85.
Appendix F

23.6.85

TRANSITION TO CIVILIAN PROJECT

Thank you very much for the time and effort you put into answering the questionnaire. It is greatly appreciated. As promised, hereewith are the set of basic results which we hope you will find interesting. We received over 950 completed questionnaires or about one-third of those believed to have reached ex-servicemen.

Below are a few comments on the tables:

Table 2: Your evaluation of the resettlement seminars was presented to the Defence Force Resettlement Committee last month. It appeared quite clearly that the needs of other ranks and officers were quite different. Generally speaking there was some dissatisfaction with the seminars, and our belief is that they need to be very carefully looked at with a view to the introduction of changes in style, format and content in order to better meet the needs of those about to be discharged from the ADF.

Table 3: Generally ex-servicemen took longer than they thought they would to complete aspects of their transition, in particular, finding a job and sorting out finances. Housing and settling the family down did not appear to be major concerns. Not shown in this table but relevant to this section is the answer to A143. 24% of the dischargees have taken two years or longer to complete their transition. 41% completed their transition within the first six months after discharge. Later analyses of the data will try to discover some of the differences that may exist between the two groups.

Table 4: Some dissatisfaction was consistently expressed about the lack of opportunity within civilian life to exercise the skills many ex-service personnel obtained whilst in the ADF. Very few ex-ADF personnel regret their time with the Forces, though many indicate that civilian life is less stressful, and they relish being 'in control' of their own lives. The results also suggest that the ADF look very closely at its posting policies.

Table 5: For the large bulk of ex-ADF members, it is apparent that there has been little felt loss of personal status. 25%, however, do point to a lowering of disposable income. The second part of that table suggests that there ought to be an enhancement of the job search skills of ADF personnel. Very few personnel used the full range of methods and resources available within the community. This could well be considered for future Resettlement Seminars. Those who had jobs to go to before resigning or being discharged from the ADF seemed as a group to find their transition somewhat easier!

Table 6: Most of the items in this table were derived from questionnaires used by the ADF to discover why it was that personnel were resigning, and tend to reinforce not only previous resignation surveys but, also tend to validate the written comments of ex-servicemen within the questionnaire. Table 8 recognises that in periods of change and transition, other changes take place in our lives. This table tried to assess the amount of Intentional Change that individuals were involved in during the time of transition. The shift out of the ADF presents the possibility of a 'life-review' and the opportunity to try out new behaviours, attitudes and so on. Table 10 compares conditions in the ADF with those in the civilian 'workforce'.

If you have any comments or observations to make regarding the data, please do not hesitate to contact me.

Kind regards

[Signature]
Appendix G.

Additional Tables

Table 1: Means, Standard Deviations and Descriptions of Major Variables

Table 2: Principal Axes Factor Analysis: Items A-17 to A-58, Derived Scales and Internal Consistency Reliabilities

Table 3: Frequencies and Percentages: Satisfaction Scale Items

Table 4: Principal Axes Factor Analysis: Satisfaction Scale

Table 5: Frequencies and Percentages: Degree of Surety of Coping with Transition Tasks

Table 6: Frequencies and Percentages: Estimated Time to Completion of Transition Tasks Compared with Actual Time Taken

Table 7: Frequencies and Percentages: Discrepancies between Estimated Time to Completion of Transition Tasks Compared with Actual Time Taken

Table 8: Chi Square Probability Levels: Estimated Time to Completion by Rank, Service and Other Variables
Table 9: Principal Axes Factor Analysis: Items of Intentional Change

Table 10: Frequencies and Percentages: Responses to Life Events Items

Table 11: Principal Axes Factor Analysis: of Life Event Items for Five Years

Table 12: Number of Life Events Occurring Plus or Minus Three Years of Year of Discharge

Table 13: Rankings of Weighted Importance Scores for Community Resources by Nature of Support Offered

Table 14: Spearman Rank Correlation Coefficients: Nature of Support Offered by Agencies of Social Support

Table 15: Community Activity Participation Before and After Discharge and Percentage Change

Table 16: Frequencies and Percentages: Reasons for Leaving the ADF

Table 17: Frequencies and Percentages: General Health Questionnaire Scores for ADF Sample Compared with Other Surveys
Table 18: Incidence of Health Events

Table 19: Chi Square Probability Levels: Health Events with Dependent and Other Variables

Table 20: Chi Square Probability Levels: Health Variables and Changes in Weight, Smoking and Physical Activity (Fitness)

Table 21: Means, Standard Deviations and Principal Axes Factors: Comparison of ADF and Civilian Jobs

Table 22: Frequencies and Percentages: Factors Aiding or Inhibiting the Obtaining of Employment
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<th>Dependent Variables</th>
<th>Mean</th>
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<td>A-140 Time taken to feel comfortable as a civilian</td>
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<td>1.42</td>
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<td>A-141 Time taken to settle family</td>
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<td>2.91</td>
<td>1.50</td>
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<td>Impact The intensity of the transition</td>
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<td>A-151 Degree of Comfort in civilian work</td>
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<td>A-152 Degree of Comfort as a civilian</td>
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<td>A-11 Estimated time to sort out finances</td>
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<td>1.38</td>
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<tr>
<td>Satis: Level of satisfaction with the ADF</td>
<td>944</td>
<td>30.60</td>
<td>6.88</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Feeling: Index of Residual Socialisation</td>
<td>986</td>
<td>12.19</td>
<td>4.95</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>HR: Intentional Changes in human relationships</td>
<td>939</td>
<td>4.01</td>
<td>3.76</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Intra: Intentional Changes within self</td>
<td>934</td>
<td>12.15</td>
<td>9.36</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Shifts: Life events moving accommodation</td>
<td>962</td>
<td>2.95</td>
<td>2.10</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Married: Life events family disturbance</td>
<td>962</td>
<td>0.31</td>
<td>0.46</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>FGA: Life events - outstanding personal achievement</td>
<td>962</td>
<td>0.76</td>
<td>0.90</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Lchange: Life events other changes</td>
<td>962</td>
<td>1.41</td>
<td>1.78</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Loans: Social support from Bankers etc</td>
<td>952</td>
<td>3.12</td>
<td>3.54</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>CES: Social support from employment agencies</td>
<td>952</td>
<td>1.52</td>
<td>2.40</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>ADF: Social support from ADF peers etc.</td>
<td>953</td>
<td>2.97</td>
<td>3.38</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Rel: Social support from relatives etc</td>
<td>952</td>
<td>4.74</td>
<td>5.15</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>RSL: Social support from RSL etc</td>
<td>953</td>
<td>1.61</td>
<td>2.92</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>D-15: Social support from spouse or partner</td>
<td>952</td>
<td>1.79</td>
<td>1.20</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>
Dissat: Reasons for leaving ADF, dissatisfaction 959 | 11.30 | 5.10
Stable: Reasons, stability for family 955 | 13.76 | 5.67
A-146: Perceived control over transition 960 | 5.69 | 1.43
A-148: Would have done things differently 950 | 4.48 | 2.21
A-156: Extent of compromising, ideal v actual 949 | 4.39 | 1.82
Growth: Coping mechanism - personal growth 906 | 22.08 | 4.34
Avoid: Coping mechanisms - denial, avoidance 908 | 10.54 | 3.49
E-73: Happiness now as against time in ADF 957 | 1.63 | 0.75
Strain: GHQ subscale - chronic stress 951 | 9.99 | 3.32
Useful: GHQ subscale - transient stress 944 | 11.56 | 2.55
Employer: Barriers to employment 890 | 5.36 | 2.42
Unions: Barriers to employment 860 | 5.67 | 1.18
C-81: Barriers to employment - age 892 | 2.74 | 0.82
C-83: Barriers to employment - housing locale 889 | 3.07 | 0.87
C-85: Barriers to employment - family needs 884 | 2.99 | 0.63
C-88: Barriers to employment - health status 889 | 3.24 | 0.87
Talent: Use of talents by civilian employers 950 | 6.74 | 2.59
Challenge: Acceptance of challenges within civilian life 955 | 14.52 | 3.50
Autonomy: Comparison with ADF, ability to exercise autonomy 865 | 52.29 | 14.99
People: Comparison with ADF, liking peers 875 | 30.50 | 9.00
Diff: Comparison with ADF 789 | 0.30 | 1.63
Table 2:
Principal Axes Factor Analysis items A-17 to A-58; Varimax Rotation - 12 Factors Accounting for 57.5% of Total Variance.

Scale Internal Consistency Reliabilities also shown.

<table>
<thead>
<tr>
<th>Factor</th>
<th>I</th>
<th>II</th>
<th>III</th>
<th>IV</th>
</tr>
</thead>
<tbody>
<tr>
<td>A-22</td>
<td>(64)^*</td>
<td>A-19</td>
<td>(37)^*</td>
<td>A-18</td>
</tr>
<tr>
<td>A-39</td>
<td>(72)^*</td>
<td>A-20</td>
<td>(57)^*</td>
<td>A-26</td>
</tr>
<tr>
<td>A-50</td>
<td>(58)^*</td>
<td>A-28</td>
<td>(34)^*</td>
<td>A-34</td>
</tr>
<tr>
<td>A-54</td>
<td>(54)^*</td>
<td>A-30</td>
<td>(35)^*</td>
<td>A-51</td>
</tr>
<tr>
<td>A-57</td>
<td>(68)^*</td>
<td>A-33</td>
<td>(55)^*</td>
<td></td>
</tr>
</tbody>
</table>

Scale name: Civquals Missadfl Talents Challenge
Alpha = 82 79 68 70

<table>
<thead>
<tr>
<th>Factor</th>
<th>V</th>
<th>VI</th>
<th>VII</th>
<th>VIII</th>
</tr>
</thead>
<tbody>
<tr>
<td>A-30</td>
<td>(56)^*</td>
<td>A-40</td>
<td>(63)^*</td>
<td>A-31</td>
</tr>
<tr>
<td>A-43</td>
<td>(70)^*</td>
<td>A-55</td>
<td>(82)^*</td>
<td>A-48</td>
</tr>
<tr>
<td>A-45</td>
<td>(49)^*</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>A-46</td>
<td>(32)^*</td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

Scale name: Regrets Commute
Alpha = 69 74

<table>
<thead>
<tr>
<th>Factor</th>
<th>IX</th>
<th>X</th>
<th>XI</th>
<th>XII</th>
</tr>
</thead>
<tbody>
<tr>
<td>A-42</td>
<td>(61)^*</td>
<td>A-21</td>
<td>(51)^*</td>
<td>A-37</td>
</tr>
<tr>
<td>A-52</td>
<td>(46)^*</td>
<td>A-38</td>
<td>(35)^*</td>
<td>A-44</td>
</tr>
</tbody>
</table>

Items A-23, 24, 53, 56, 58 did not load on any factor
Decimal points omitted (N=773). Only loadings >.30 shown
Table 3: Frequencies and Percentages: Satisfaction Scale Items

C-51 '...if you had been offered another term........?'

<table>
<thead>
<tr>
<th></th>
<th>Very Certain to Accept</th>
<th>Very Certain Not to Accept</th>
<th>N</th>
<th>X</th>
<th>s.d.</th>
</tr>
</thead>
<tbody>
<tr>
<td>f</td>
<td>99</td>
<td>46</td>
<td>45</td>
<td>84</td>
<td>49</td>
</tr>
<tr>
<td>%</td>
<td>10.6</td>
<td>4.9</td>
<td>4.8</td>
<td>9.0</td>
<td>9.0</td>
</tr>
</tbody>
</table>

C-52 'How well do you think your expectations have been met?'

<table>
<thead>
<tr>
<th></th>
<th>Much Better Than Expected</th>
<th>Much Worse Than Expected</th>
</tr>
</thead>
<tbody>
<tr>
<td>f</td>
<td>155</td>
<td>186</td>
</tr>
<tr>
<td>%</td>
<td>16.3</td>
<td>22.0</td>
</tr>
</tbody>
</table>

C-53 If offered another term, what are your promotion chances?

<table>
<thead>
<tr>
<th></th>
<th>Very</th>
<th>Very Unsatisfactory</th>
<th>Satisfactory</th>
</tr>
</thead>
<tbody>
<tr>
<td>f</td>
<td>219</td>
<td>86</td>
<td>73</td>
</tr>
<tr>
<td>%</td>
<td>23.9</td>
<td>9.2</td>
<td>7.8</td>
</tr>
</tbody>
</table>

C-54 'How satisfied were you with Service pay and conditions?'

<table>
<thead>
<tr>
<th></th>
<th>Very Satisfied</th>
<th>Dissatisfied</th>
</tr>
</thead>
<tbody>
<tr>
<td>f</td>
<td>193</td>
<td>241</td>
</tr>
<tr>
<td>%</td>
<td>20.2</td>
<td>25.2</td>
</tr>
</tbody>
</table>

C-55 Your training - helpful in defending the country?

<table>
<thead>
<tr>
<th></th>
<th>Not helped me</th>
<th>Helped me a great deal</th>
</tr>
</thead>
<tbody>
<tr>
<td>f</td>
<td>46</td>
<td>60</td>
</tr>
<tr>
<td>%</td>
<td>4.8</td>
<td>6.3</td>
</tr>
</tbody>
</table>

C-56 'How well do you think the Services are run?'

<table>
<thead>
<tr>
<th></th>
<th>Extremely Well</th>
<th>Extremely Badly</th>
</tr>
</thead>
<tbody>
<tr>
<td>f</td>
<td>41</td>
<td>165</td>
</tr>
<tr>
<td>%</td>
<td>4.3</td>
<td>17.3</td>
</tr>
</tbody>
</table>

C-57 '...have you bettered yourself by being in the ADF?'

<table>
<thead>
<tr>
<th></th>
<th>Not At Very All</th>
<th>Much So</th>
</tr>
</thead>
<tbody>
<tr>
<td>f</td>
<td>13</td>
<td>13</td>
</tr>
<tr>
<td>%</td>
<td>1.4</td>
<td>1.4</td>
</tr>
</tbody>
</table>

C-58 'In general, how do you feel about life in the ADF?'

<table>
<thead>
<tr>
<th></th>
<th>Very Satisfied</th>
<th>Dissatisfied</th>
</tr>
</thead>
<tbody>
<tr>
<td>f</td>
<td>17</td>
<td>31</td>
</tr>
<tr>
<td>%</td>
<td>1.8</td>
<td>3.2</td>
</tr>
</tbody>
</table>

C-59 '...would you have entered ADF or chosen another career?'

<table>
<thead>
<tr>
<th></th>
<th>Very Certain I would have joined up</th>
<th>Very Certain I would have chosen another career</th>
</tr>
</thead>
<tbody>
<tr>
<td>f</td>
<td>497</td>
<td>203</td>
</tr>
<tr>
<td>%</td>
<td>50.2</td>
<td>21.3</td>
</tr>
</tbody>
</table>

C-60 How well has your training been utilised during last 5 yrs?

<table>
<thead>
<tr>
<th></th>
<th>Extremely poorly</th>
<th>Extremely well</th>
</tr>
</thead>
<tbody>
<tr>
<td>f</td>
<td>94</td>
<td>109</td>
</tr>
<tr>
<td>%</td>
<td>9.8</td>
<td>11.4</td>
</tr>
</tbody>
</table>
Table 4:

Table Showing Principal Axes Factor Analysis; Varimax Rotation of the Satisfaction Scale

Analysis 1: all items used.
Analysis 2: with deletion of low-loading items, and Owen's (1969) data.

<table>
<thead>
<tr>
<th>Item</th>
<th>Analysis 1</th>
<th>Owens (1969)</th>
<th>Analysis 2</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Factor 1</td>
<td>Factor 2</td>
<td>Factor 1</td>
</tr>
<tr>
<td>C-51</td>
<td>19</td>
<td>21</td>
<td>56</td>
</tr>
<tr>
<td>C-52</td>
<td>51</td>
<td>35</td>
<td>61</td>
</tr>
<tr>
<td>C-53</td>
<td>15</td>
<td>16</td>
<td>24</td>
</tr>
<tr>
<td>C-54</td>
<td>20</td>
<td>30</td>
<td>34</td>
</tr>
<tr>
<td>C-55</td>
<td>34</td>
<td>28</td>
<td>28</td>
</tr>
<tr>
<td>C-56</td>
<td>18</td>
<td>77</td>
<td>63</td>
</tr>
<tr>
<td>C-57</td>
<td>64</td>
<td>19</td>
<td>60</td>
</tr>
<tr>
<td>C-58</td>
<td>68</td>
<td>39</td>
<td>77</td>
</tr>
<tr>
<td>C-59</td>
<td>64</td>
<td>26</td>
<td></td>
</tr>
<tr>
<td>C-60</td>
<td>28</td>
<td>48</td>
<td></td>
</tr>
</tbody>
</table>

Note: decimal points omitted

Items C-52, C-56 to C-60 comprise the 'Satis' scale in this research.
Internal consistency measure of reliability Cronbach's alpha = .78
Table 5: Frequencies and Percentages: Degree of Surety of Coping with Transition Tasks

<table>
<thead>
<tr>
<th>At that time how sure were you about:</th>
<th>Very Sure</th>
<th></th>
<th>Not Very Sure</th>
<th></th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>A-4 what you might do?</td>
<td>260</td>
<td>161</td>
<td>166</td>
<td>118</td>
<td>255</td>
<td></td>
</tr>
<tr>
<td>A-5 where you might live?</td>
<td>659</td>
<td>96</td>
<td>78</td>
<td>41</td>
<td>88</td>
<td></td>
</tr>
<tr>
<td>A-6 what your financial position might be?</td>
<td>266</td>
<td>257</td>
<td>265</td>
<td>83</td>
<td>91</td>
<td></td>
</tr>
<tr>
<td>A-7 how you might adapt to civilian life?</td>
<td>215</td>
<td>252</td>
<td>262</td>
<td>112</td>
<td>119</td>
<td></td>
</tr>
<tr>
<td>A-8 how your family might adapt to the change?</td>
<td>328</td>
<td>269</td>
<td>199</td>
<td>63</td>
<td>69</td>
<td></td>
</tr>
<tr>
<td>A-9 the nature and demands of the change you were about to make?</td>
<td>199</td>
<td>253</td>
<td>223</td>
<td>140</td>
<td>145</td>
<td></td>
</tr>
</tbody>
</table>

Note: N's may vary depending upon the number of missing values.
Table 6:

Table Showing Estimated time to completion of transition tasks (A-10 to A-14) compared with actual time to complete transition tasks (A-138 to A-142)

(Numbers and Percentages)

<table>
<thead>
<tr>
<th>Months:</th>
<th>&lt;3</th>
<th>3-6</th>
<th>6-12</th>
<th>12-24</th>
<th>&gt;24</th>
<th>N</th>
</tr>
</thead>
<tbody>
<tr>
<td>To find a suitable job? (A-10 &amp; A-138)</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Estimated - No.</td>
<td>598</td>
<td>174</td>
<td>91</td>
<td>27</td>
<td>34</td>
<td>924</td>
</tr>
<tr>
<td>%</td>
<td>64.7</td>
<td>18.8</td>
<td>9.9</td>
<td>2.9</td>
<td>3.7</td>
<td>100.0</td>
</tr>
<tr>
<td>Actual - No.</td>
<td>530</td>
<td>93</td>
<td>82</td>
<td>34</td>
<td>141</td>
<td>930</td>
</tr>
<tr>
<td>%</td>
<td>57.0</td>
<td>10.0</td>
<td>8.8</td>
<td>9.0</td>
<td>15.2</td>
<td>100.0</td>
</tr>
</tbody>
</table>

To sort out your finances? (A-11 & A-139)

| Estimated - No. | 430 | 276 | 179 | 39    | 33  | 957 |
| %     | 44.9| 28.8| 18.7| 4.1   | 3.5 | 100.0 |
| Actual - No.   | 411 | 217 | 153 | 83    | 93  | 957 |
| %     | 42.9| 22.7| 16.0| 8.7   | 9.7 | 100.0 |

To feel comfortable as a civilian? (A-12 & A-140)

| Estimated - No. | 339 | 160 | 201 | 157   | 96  | 953 |
| %     | 35.5| 16.8| 21.1| 16.5  | 10.1| 100.0 |
| Actual - No.   | 410 | 165 | 142 | 137   | 101 | 955 |
| %     | 42.9| 17.3| 14.9| 14.3  | 10.6| 100.0 |

For your family to settle down? (A-13 & A-141)

| Estimated - No. | 454 | 217 | 158 | 57    | 27  | 913 |
| %     | 49.7| 23.8| 17.3| 6.2   | 3.0 | 100.0 |
| Actual - No.   | 503 | 166 | 127 | 65    | 54  | 915 |
| %     | 55.0| 18.1| 13.9| 7.1   | 5.9 | 100.0 |

To find a suitable place to live? (A-14 & A-142)

| Estimated - No. | 724 | 100 | 70  | 24    | 23  | 941 |
| %     | 76.9| 10.6| 7.4 | 2.6   | 2.5 | 100.0 |
| Actual - No.   | 730 | 76  | 62  | 40    | 41  | 949 |
| %     | 76.9| 8.0 | 6.6 | 4.2   | 4.3 | 100.0 |

To feel that your transition is completed? (A-143)

| Actual - No.   | 263 | 131 | 186 | 176   | 199 | 955 |
| %     | 27.6| 13.7| 19.5| 18.4  | 20.8| 100.0 |
Table 7:

Table Showing Frequencies and Percentages of Discrepancies Between Estimated Time to Complete Transition Tasks and Actual Time Taken

Over-estimates (-); Congruence (0) and Under-estimates (+)

<table>
<thead>
<tr>
<th></th>
<th>(-)</th>
<th>(0)</th>
<th>(+)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Job</td>
<td>115 (12.5)</td>
<td>538 (58.9)</td>
<td>260 (28.5)</td>
</tr>
<tr>
<td>Money</td>
<td>143 (15.0)</td>
<td>549 (57.6)</td>
<td>261 (27.4)</td>
</tr>
<tr>
<td>Civy</td>
<td>271 (28.6)</td>
<td>512 (54.1)</td>
<td>164 (17.3)</td>
</tr>
<tr>
<td>Family</td>
<td>166 (18.5)</td>
<td>584 (65.0)</td>
<td>148 (16.5)</td>
</tr>
<tr>
<td>Live</td>
<td>81 (8.7)</td>
<td>757 (81.0)</td>
<td>96 (10.3)</td>
</tr>
</tbody>
</table>

Table 8:

Table of Chi Square Probability Levels Associated with Discrepancies between Estimated and Actual Time Taken to Complete Transition Tasks by Rank, Service and Other Variables (decimal points omitted)

<table>
<thead>
<tr>
<th></th>
<th>Rank</th>
<th>Service</th>
<th>Age</th>
<th>Time in ADF</th>
<th>A-17</th>
<th>A-28</th>
</tr>
</thead>
<tbody>
<tr>
<td>Job</td>
<td>(A138-A10)</td>
<td>0352</td>
<td>0137</td>
<td>1012</td>
<td>0042</td>
<td>0000</td>
</tr>
<tr>
<td>Money</td>
<td>(A139-A11)</td>
<td>6820</td>
<td>8695</td>
<td>1429</td>
<td>5155</td>
<td>0000</td>
</tr>
<tr>
<td>Civy</td>
<td>(A140-A12)</td>
<td>7722</td>
<td>2641</td>
<td>5850</td>
<td>0117</td>
<td>0000</td>
</tr>
<tr>
<td>Family</td>
<td>(A141-A13)</td>
<td>8976</td>
<td>1936</td>
<td>1401</td>
<td>1475</td>
<td>0000</td>
</tr>
<tr>
<td>Live</td>
<td>(A142-A14)</td>
<td>0873</td>
<td>1392</td>
<td>0002</td>
<td>0000</td>
<td>0000</td>
</tr>
</tbody>
</table>

Note: Both A-17 and A-28 reduced to 3 categories Strongly Agree/Agree; Uncertain or Not Sure; and Disagree/Strongly Disagree.

"Job" = the discrepancy score obtained by subtracting the time estimated to obtain suitable employment from the time actually taken.
"Money" = the discrepancy score obtained from estimate of time taken to sort out finances and actual time taken.
"Civy" = discrepancy score from estimate of time taken to feel comfortable as a civilian and the actual time taken.
"Family" = discrepancy score of estimate of how long it would take the family to settle down after discharge and actual time taken.
"Live" = the discrepancy score of time estimated to be taken in obtaining a suitable place to live and actual time taken.
Table 9:

A. Principal Axes Factor Analysis - Varimax Rotation - Intentional Changes:

B. Percentage of Respondents indicating No Intention to Change.

<table>
<thead>
<tr>
<th>Brief Item Description</th>
<th>Factor</th>
<th>I</th>
<th>II</th>
<th>III</th>
<th>IV</th>
<th>A. %</th>
<th>B. %</th>
</tr>
</thead>
<tbody>
<tr>
<td>E-78 Body, health, appearance</td>
<td></td>
<td>35</td>
<td>29</td>
<td>15</td>
<td>06</td>
<td>32.2</td>
<td></td>
</tr>
<tr>
<td>E-79 Knowledge for its own sake</td>
<td></td>
<td>46</td>
<td>24</td>
<td>05</td>
<td>30</td>
<td>38.3</td>
<td></td>
</tr>
<tr>
<td>E-80 Finances, property</td>
<td></td>
<td>00</td>
<td>65</td>
<td>04</td>
<td>14</td>
<td>7.5</td>
<td></td>
</tr>
<tr>
<td>E-81 Marriage, separation, family</td>
<td></td>
<td>28</td>
<td>33</td>
<td>32</td>
<td>17</td>
<td>49.8</td>
<td></td>
</tr>
<tr>
<td>E-82 Home, car maintenance</td>
<td></td>
<td>24</td>
<td>55</td>
<td>02</td>
<td>07</td>
<td>27.1</td>
<td></td>
</tr>
<tr>
<td>E-83 Enjoyable activities</td>
<td></td>
<td>27</td>
<td>45</td>
<td>16</td>
<td>05</td>
<td>25.8</td>
<td></td>
</tr>
<tr>
<td>E-84 Residence, living</td>
<td></td>
<td>06</td>
<td>64</td>
<td>14</td>
<td>06</td>
<td>24.9</td>
<td></td>
</tr>
<tr>
<td>E-85 Goals and values</td>
<td></td>
<td>28</td>
<td>45</td>
<td>31</td>
<td>23</td>
<td>25.4</td>
<td></td>
</tr>
<tr>
<td>E-86 Psychic awareness</td>
<td></td>
<td>59</td>
<td>29</td>
<td>26</td>
<td>18</td>
<td>50.3</td>
<td></td>
</tr>
<tr>
<td>E-87 Spiritual understanding</td>
<td></td>
<td>56</td>
<td>04</td>
<td>16</td>
<td>08</td>
<td>69.5</td>
<td></td>
</tr>
<tr>
<td>E-88 Voluntarily helping others</td>
<td></td>
<td>53</td>
<td>22</td>
<td>14</td>
<td>16</td>
<td>38.3</td>
<td></td>
</tr>
<tr>
<td>E-89 Human Relationships</td>
<td></td>
<td>55</td>
<td>29</td>
<td>40</td>
<td>28</td>
<td>38.9</td>
<td></td>
</tr>
<tr>
<td>E-90 Courses, TV, persons, kits</td>
<td></td>
<td>57</td>
<td>06</td>
<td>14</td>
<td>20</td>
<td>74.5</td>
<td></td>
</tr>
<tr>
<td>E-91 Lifestyle, activities</td>
<td></td>
<td>17</td>
<td>47</td>
<td>43</td>
<td>05</td>
<td>22.3</td>
<td></td>
</tr>
<tr>
<td>E-92 Meaning and purpose of life</td>
<td></td>
<td>53</td>
<td>23</td>
<td>53</td>
<td>06</td>
<td>49.3</td>
<td></td>
</tr>
<tr>
<td>E-93 Organising time and life</td>
<td></td>
<td>31</td>
<td>39</td>
<td>42</td>
<td>11</td>
<td>27.3</td>
<td></td>
</tr>
<tr>
<td>E-94 Psychological problem</td>
<td></td>
<td>49</td>
<td>18</td>
<td>39</td>
<td>04</td>
<td>57.9</td>
<td></td>
</tr>
<tr>
<td>E-95 Male-female stereotyping</td>
<td></td>
<td>53</td>
<td>06</td>
<td>31</td>
<td>20</td>
<td>64.9</td>
<td></td>
</tr>
<tr>
<td>E-96 Improving basic skills</td>
<td></td>
<td>40</td>
<td>16</td>
<td>26</td>
<td>49</td>
<td>57.9</td>
<td></td>
</tr>
<tr>
<td>E-97 Job, responsibilities</td>
<td></td>
<td>-03</td>
<td>43</td>
<td>26</td>
<td>38</td>
<td>18.2</td>
<td></td>
</tr>
<tr>
<td>E-98 Education, training</td>
<td></td>
<td>30</td>
<td>14</td>
<td>09</td>
<td>58</td>
<td>39.4</td>
<td></td>
</tr>
<tr>
<td>E-99 Change in relationships</td>
<td></td>
<td>25</td>
<td>15</td>
<td>44</td>
<td>21</td>
<td>54.7</td>
<td></td>
</tr>
<tr>
<td>E-100 Assertiveness, spontaneity</td>
<td></td>
<td>40</td>
<td>13</td>
<td>52</td>
<td>41</td>
<td>55.3</td>
<td></td>
</tr>
<tr>
<td>E-101 Wisdom, empathy, caring</td>
<td></td>
<td>46</td>
<td>10</td>
<td>49</td>
<td>40</td>
<td>47.4</td>
<td></td>
</tr>
</tbody>
</table>

Note: B.. All N's ranged between 944 and 954
Table 10: Table Showing Frequencies and Percentages of Responses to each of the Life Events in a modified Version of the Holmes and Rahe (1967) Schedule of Recent Events.

<table>
<thead>
<tr>
<th>Event Description</th>
<th>Count</th>
<th>Percentages</th>
<th>Responses</th>
<th>Cases</th>
</tr>
</thead>
<tbody>
<tr>
<td>E-21 Year of discharge</td>
<td>959</td>
<td>8.4</td>
<td>100.0</td>
<td></td>
</tr>
<tr>
<td>E-22 Outstanding personal achievement</td>
<td>733</td>
<td>6.4</td>
<td>76.4</td>
<td></td>
</tr>
<tr>
<td>E-23 Foreclosure loan/mortgage</td>
<td>147</td>
<td>1.3</td>
<td>15.3</td>
<td></td>
</tr>
<tr>
<td>E-24 Moved within the same town or to another town/city</td>
<td>880</td>
<td>7.7</td>
<td>91.8</td>
<td></td>
</tr>
<tr>
<td>E-25 Remodelled or built a new house</td>
<td>566</td>
<td>5.0</td>
<td>59.0</td>
<td></td>
</tr>
<tr>
<td>E-26 Change in living conditions</td>
<td>741</td>
<td>6.5</td>
<td>77.3</td>
<td></td>
</tr>
<tr>
<td>E-27 Taken on a major mortgage or purchase</td>
<td>694</td>
<td>6.1</td>
<td>72.4</td>
<td></td>
</tr>
<tr>
<td>E-28 Increase in arguments with partner or spouse</td>
<td>365</td>
<td>3.2</td>
<td>38.1</td>
<td></td>
</tr>
<tr>
<td>E-29 Married/divorced/separated/engaged/reconciled</td>
<td>204</td>
<td>1.8</td>
<td>21.3</td>
<td></td>
</tr>
<tr>
<td>E-30 Improved relations with partner or spouse</td>
<td>502</td>
<td>4.4</td>
<td>52.3</td>
<td></td>
</tr>
<tr>
<td>E-31 Trouble with in-laws</td>
<td>100</td>
<td>0.9</td>
<td>10.4</td>
<td></td>
</tr>
<tr>
<td>E-32 Birth or adoption of child</td>
<td>186</td>
<td>1.6</td>
<td>19.4</td>
<td></td>
</tr>
<tr>
<td>E-33 New person moved into household</td>
<td>96</td>
<td>0.8</td>
<td>10.0</td>
<td></td>
</tr>
<tr>
<td>E-34 Child left home for any reason</td>
<td>223</td>
<td>2.0</td>
<td>23.3</td>
<td></td>
</tr>
<tr>
<td>E-35 Serious physical illness/injury/accident to you or your family</td>
<td>278</td>
<td>2.4</td>
<td>29.0</td>
<td></td>
</tr>
<tr>
<td>E-36 Death of a close family member</td>
<td>310</td>
<td>2.7</td>
<td>32.3</td>
<td></td>
</tr>
<tr>
<td>E-37 Death of a close friend</td>
<td>148</td>
<td>1.3</td>
<td>15.4</td>
<td></td>
</tr>
<tr>
<td>E-38 Change in personal habits</td>
<td>369</td>
<td>3.2</td>
<td>38.5</td>
<td></td>
</tr>
<tr>
<td>E-39 Change in amount/type of recreation</td>
<td>781</td>
<td>6.9</td>
<td>81.4</td>
<td></td>
</tr>
<tr>
<td>E-40 Wanted/unwanted pregnancy</td>
<td>108</td>
<td>0.9</td>
<td>11.3</td>
<td></td>
</tr>
<tr>
<td>E-41 Spouse/partner started or finished/changed work</td>
<td>407</td>
<td>3.6</td>
<td>42.4</td>
<td></td>
</tr>
<tr>
<td>E-42 Change to different type of work</td>
<td>937</td>
<td>8.2</td>
<td>97.7</td>
<td></td>
</tr>
<tr>
<td>E-43 More/less responsibilities at work</td>
<td>839</td>
<td>7.4</td>
<td>87.5</td>
<td></td>
</tr>
<tr>
<td>E-44 Promotion/demotion</td>
<td>375</td>
<td>3.3</td>
<td>39.1</td>
<td></td>
</tr>
<tr>
<td>E-45 Business expanded/falling</td>
<td>218</td>
<td>1.9</td>
<td>22.7</td>
<td></td>
</tr>
<tr>
<td>E-46 Intentional change in behaviour</td>
<td>216</td>
<td>1.9</td>
<td>22.5</td>
<td></td>
</tr>
</tbody>
</table>
Table 11:

Table Showing Principal Axes Factor Analysis: Varimax Rotation for Life Events Reported in Each Year

(a) Factor Number and (b) Coefficients > r = .30

<table>
<thead>
<tr>
<th>Number of Factors</th>
<th>10</th>
<th>10</th>
<th>9</th>
<th>10</th>
<th>10</th>
</tr>
</thead>
<tbody>
<tr>
<td>Percentage of variance extracted</td>
<td>56.3</td>
<td>56.7</td>
<td>52.0</td>
<td>56.5</td>
<td>57.2</td>
</tr>
</tbody>
</table>

E-22 Outstanding personal achievement
a. 5  b. 57  c. 48  d. 9  e. 5

E-24 Moved within the same town, another town/city
a. 1  b. 37  c. 52  d. 61  e. 82  f. 61

E-25 Remodelled or built a new house
a. 1  b. 61  c. 50  d. 44  e. 53  f. 35

E-26 Change in living conditions
a. 1  b. 60  c. 71  d. 66  e. 58  f. 77

E-27 Taken on a major mortgage or purchase
a. 1  b. 66  c. 57  d. 53  e. 52  f. 45

E-28 Increase in arguments with partner or spouse
a. 4  b. 43  c. 31  d. 45  e. 49

E-29 Married/divorced/separated/engaged etc.
a. 4  b. 4  c. 7  d. 5  e. 7

E-32 Birth or adoption of a child
a. 5  b. 52  c. 60  d. 31  e. 65  f. 69

E-40 Wanted/unwanted pregnancy
a. 5  b. 54  c. 40  d. 60  e. 51  f. 57

E-36 Death of a close family member
a. 9  b. 33  c. 31  d. 8

E-37 Death of a close friend
a. 9  b. 31  c. 35  d. 36

E-38 Change in personal habits
a. 3  b. 79  c. 67  d. 53  e. 61  f. 50

E-39 Change in amount/type of recreation
a. -  b. -  c. 58  d. 53  e. 51  f. 44

E-46 Intentional change in behaviour
a. 3  b. 40  c. 41  d. 39  e. 41  f. 47
Table Showing Principal Axes Factor Analysis: Varimax Rotation for Life Events Reported in Each Year
(a) Factor Number and (b) Coefficients > r=.30

<table>
<thead>
<tr>
<th>Number of Factors</th>
<th>10</th>
<th>10</th>
<th>9</th>
<th>10</th>
<th>10</th>
</tr>
</thead>
<tbody>
<tr>
<td>Percentage of variance extracted</td>
<td>56.3</td>
<td>56.7</td>
<td>52.0</td>
<td>56.5</td>
<td>57.2</td>
</tr>
</tbody>
</table>

E-42 Change to different type of work
a. 2 3* 4* 3* 3*
b. 66 46 37 44 41
E-43 More/less responsibilities at work
a. 2 3 4 3 3
b. 60 45 67 69 57
E-44 Promotion/demotion
a. 6 6 4 3 3
b. 33 44 50 37 67

---

E-41 Spouse/partner started or finished/changed work
a. - - - - 6
b. - - - - 46
E-45 Business expanded/failing
a. - - - 7 5
b. - - - 65 65
E-30 Improved relations with partner or spouse
a. - 8 2 - 9
b. - 49 30 - 33
E-31 Trouble with in-laws
a. 4 7 - 7 9
b. 48 69 - 32 32
E-33 New person moved into household
a. - 4* 5 - -
b. - 48 52 - -
E-34 Child left home for any reason
a. 9 - - - -
b. 38 - - - -
E-35 Serious physical illness/injury/accident
a. 7 9 - - -
b. 53 50 - - -

---

Note: E-23 Foreclosure of loan/mortgage did not emerge in any of the factors. *E-27 loaded also on 6(31) and 10(37); E-42 on 1(34), 2(42), 2(36), 6(38) respectively. (Decimal points omitted).
Table 12:

Table Showing Number of Life Events Occurring in Year of Discharge, and plus or minus three years, together with the mean number of life events (number of events/the number of respondents). Item numbers are in parentheses.

<table>
<thead>
<tr>
<th>Life Events category</th>
<th>Years before Discharge</th>
<th>Year of Discharge</th>
<th>Years after Discharge</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>-3</td>
<td>-2</td>
<td>-1</td>
</tr>
<tr>
<td>N</td>
<td>274</td>
<td>625</td>
<td>959</td>
</tr>
<tr>
<td>Shifts</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>(24,25,26,27) f</td>
<td>109</td>
<td>243</td>
<td>345</td>
</tr>
<tr>
<td>mean</td>
<td>.398</td>
<td>.389</td>
<td>.359</td>
</tr>
<tr>
<td>Wrkall</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>(42,43,44) f</td>
<td>58</td>
<td>113</td>
<td>170</td>
</tr>
<tr>
<td>mean</td>
<td>.211</td>
<td>.181</td>
<td>.177</td>
</tr>
<tr>
<td>Lichange</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>(38,39,46) f</td>
<td>21</td>
<td>26</td>
<td>65</td>
</tr>
<tr>
<td>mean</td>
<td>.077</td>
<td>.042</td>
<td>.068</td>
</tr>
<tr>
<td>Buryall</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>(36,37) f</td>
<td>14</td>
<td>43</td>
<td>80</td>
</tr>
<tr>
<td>mean</td>
<td>.051</td>
<td>.069</td>
<td>.083</td>
</tr>
<tr>
<td>Married</td>
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<td></td>
<td></td>
</tr>
<tr>
<td>(28,29) f</td>
<td>27</td>
<td>49</td>
<td>114</td>
</tr>
<tr>
<td>mean</td>
<td>.098</td>
<td>.078</td>
<td>.119</td>
</tr>
<tr>
<td>POA</td>
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<td></td>
<td></td>
</tr>
<tr>
<td>(22) f</td>
<td>40</td>
<td>108</td>
<td>127</td>
</tr>
<tr>
<td>mean</td>
<td>.147</td>
<td>.173</td>
<td>.132</td>
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<tr>
<td>Pregnancy</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>(32,40) f</td>
<td>13</td>
<td>22</td>
<td>63</td>
</tr>
<tr>
<td>mean</td>
<td>.047</td>
<td>.035</td>
<td>.066</td>
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<tr>
<td>Child leaving</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>(34) f</td>
<td>3</td>
<td>17</td>
<td>38</td>
</tr>
<tr>
<td>mean</td>
<td>.011</td>
<td>.027</td>
<td>.040</td>
</tr>
<tr>
<td>Injury</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>(35) f</td>
<td>21</td>
<td>27</td>
<td>62</td>
</tr>
<tr>
<td>mean</td>
<td>.077</td>
<td>.043</td>
<td>.065</td>
</tr>
<tr>
<td>Business</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>(45) f</td>
<td>1</td>
<td>2</td>
<td>2</td>
</tr>
<tr>
<td>mean</td>
<td>.004</td>
<td>.003</td>
<td>.002</td>
</tr>
<tr>
<td>Working Partner</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>(41) f</td>
<td>13</td>
<td>23</td>
<td>42</td>
</tr>
<tr>
<td>mean</td>
<td>.047</td>
<td>.037</td>
<td>.044</td>
</tr>
<tr>
<td>Improvement</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>(30) f</td>
<td>7</td>
<td>27</td>
<td>42</td>
</tr>
<tr>
<td>mean</td>
<td>.026</td>
<td>.043</td>
<td>.044</td>
</tr>
<tr>
<td>Other</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>(23,33,31) f</td>
<td>5</td>
<td>16</td>
<td>33</td>
</tr>
<tr>
<td>mean</td>
<td>.018</td>
<td>.026</td>
<td>.034</td>
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</tbody>
</table>
Table 13:
Table Showing Rankings of Weighted Importance Scores for Community Resources by Nature of Support Given
1. Information; 2. Advice; 3. Understanding; 4. Practical Help

<table>
<thead>
<tr>
<th>Community Resource (and item numbers)</th>
<th>1. Rank Score</th>
<th>2. Rank Score</th>
<th>3. Rank Score</th>
<th>4. Rank Score</th>
</tr>
</thead>
<tbody>
<tr>
<td>Spouse/partner (D-15)</td>
<td>225</td>
<td>8</td>
<td>532</td>
<td>1</td>
</tr>
<tr>
<td>Relatives (D-11,20,24,27,34)</td>
<td>289</td>
<td>5</td>
<td>442</td>
<td>2</td>
</tr>
<tr>
<td>Church/welfare (D-4,22,35,39)</td>
<td>28</td>
<td>12</td>
<td>35</td>
<td>12</td>
</tr>
<tr>
<td>Lawyer/banker (D-2,7,18)</td>
<td>306</td>
<td>4</td>
<td>329</td>
<td>5</td>
</tr>
<tr>
<td>Seminars (D-28,36,37)</td>
<td>634</td>
<td>1</td>
<td>418</td>
<td>4</td>
</tr>
<tr>
<td>Books/papers (D-13,14,43)</td>
<td>501</td>
<td>2</td>
<td>102</td>
<td>9</td>
</tr>
<tr>
<td>PDRT (D-29,30,31,32)</td>
<td>112</td>
<td>10</td>
<td>65</td>
<td>10</td>
</tr>
<tr>
<td>Returned Servicemen (D-40,42,44,45)</td>
<td>80</td>
<td>11</td>
<td>64</td>
<td>11</td>
</tr>
<tr>
<td>ADF peers/superiors (D-10,16,21)</td>
<td>261</td>
<td>7</td>
<td>300</td>
<td>7</td>
</tr>
<tr>
<td>Investment managers (D-1,6,23)</td>
<td>267</td>
<td>6</td>
<td>323</td>
<td>6</td>
</tr>
<tr>
<td>Employment services (D-8,9,19)</td>
<td>128</td>
<td>9</td>
<td>122</td>
<td>8</td>
</tr>
<tr>
<td>New employers (D-38,41)</td>
<td>458</td>
<td>3</td>
<td>422</td>
<td>3</td>
</tr>
</tbody>
</table>

Table 14:
Zero-order Spearman Rank Correlation Coefficients: 1. Information; 2. Advice; 3. Understanding; and 4. Practical Help. (One tailed - * p<.05; ** p < .01).

<table>
<thead>
<tr>
<th></th>
<th>1</th>
<th>2</th>
<th>3</th>
<th>4</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>-</td>
<td>59*</td>
<td>28</td>
<td>62*</td>
</tr>
<tr>
<td>2</td>
<td>-</td>
<td>87**</td>
<td>95**</td>
<td></td>
</tr>
<tr>
<td>3</td>
<td>-</td>
<td></td>
<td>80**</td>
<td></td>
</tr>
<tr>
<td>4</td>
<td>-</td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

Note: decimal points omitted.
Table 15:

Table Showing Numbers of Respondents Participating in Community Activities and Associations Before and After Discharge, with the Percentage Change Between Before and After Discharge from the ALF

<table>
<thead>
<tr>
<th>Activity</th>
<th>Did not at all</th>
<th>Before only</th>
<th>After only</th>
<th>Before &amp; After</th>
<th>% Change</th>
</tr>
</thead>
<tbody>
<tr>
<td>Church or worship</td>
<td>749</td>
<td>19</td>
<td>23</td>
<td>164</td>
<td>+ 2.2%</td>
</tr>
<tr>
<td>School Committees</td>
<td>797</td>
<td>30</td>
<td>57</td>
<td>71</td>
<td>+ 26.7%</td>
</tr>
<tr>
<td>Rotary Lodges, etc.</td>
<td>771</td>
<td>23</td>
<td>71</td>
<td>90</td>
<td>+ 42.5%</td>
</tr>
<tr>
<td>Drama, music, etc.</td>
<td>894</td>
<td>10</td>
<td>18</td>
<td>33</td>
<td>+ 18.6%</td>
</tr>
<tr>
<td>Sporting groups</td>
<td>450</td>
<td>86</td>
<td>78</td>
<td>341</td>
<td>− 1.9%</td>
</tr>
<tr>
<td>Local Body affairs</td>
<td>861</td>
<td>10</td>
<td>42</td>
<td>42</td>
<td>+ 61.5%</td>
</tr>
<tr>
<td>Business Groups</td>
<td>877</td>
<td>1</td>
<td>55</td>
<td>22</td>
<td>+ 234.8%</td>
</tr>
<tr>
<td>Prof. Associations</td>
<td>748</td>
<td>8</td>
<td>106</td>
<td>93</td>
<td>+ 97.0%</td>
</tr>
<tr>
<td>Childrens' sport...</td>
<td>580</td>
<td>26</td>
<td>100</td>
<td>249</td>
<td>+ 26.9%</td>
</tr>
<tr>
<td>Ex-servicemens Orgs</td>
<td>638</td>
<td>35</td>
<td>96</td>
<td>183</td>
<td>+ 26.2%</td>
</tr>
<tr>
<td>Clubs/hobbies, etc</td>
<td>407</td>
<td>29</td>
<td>145</td>
<td>373</td>
<td>+ 29.1%</td>
</tr>
</tbody>
</table>
Table 16:

**Table Indicating Reasons for Leaving the ADF by Degree of Influence - Frequencies and Percentages**
*(Items E-01 to E-19)*

Degree of Influence - 1 = Very considerable influence
2 = of considerable influence
3 = of moderate influence
4 = of slight influence only
5 = if had no influence on decision
6 = if ineligible or not appropriate

<table>
<thead>
<tr>
<th>Reason for leaving ADF</th>
<th>1</th>
<th>2</th>
<th>3</th>
<th>4</th>
<th>5</th>
<th>6</th>
<th>N</th>
</tr>
</thead>
<tbody>
<tr>
<td>Posting Turbulence on childrens' education</td>
<td>293</td>
<td>123</td>
<td>56</td>
<td>48</td>
<td>111</td>
<td>327</td>
<td>958</td>
</tr>
<tr>
<td>Partner's attitude to the Services</td>
<td>124</td>
<td>130</td>
<td>145</td>
<td>132</td>
<td>207</td>
<td>218</td>
<td>956</td>
</tr>
<tr>
<td>Desire to live in one location</td>
<td>393</td>
<td>152</td>
<td>112</td>
<td>62</td>
<td>120</td>
<td>119</td>
<td>958</td>
</tr>
<tr>
<td>Unattractiveness of future postings</td>
<td>336</td>
<td>143</td>
<td>93</td>
<td>80</td>
<td>163</td>
<td>143</td>
<td>958</td>
</tr>
<tr>
<td>Desire to obtain DFRDB money now</td>
<td>174</td>
<td>88</td>
<td>122</td>
<td>126</td>
<td>302</td>
<td>145</td>
<td>957</td>
</tr>
<tr>
<td>Promotion expectations unlikely to be met</td>
<td>197</td>
<td>101</td>
<td>98</td>
<td>85</td>
<td>298</td>
<td>178</td>
<td>957</td>
</tr>
<tr>
<td>Unattractiveness of likely future jobs</td>
<td>215</td>
<td>160</td>
<td>104</td>
<td>108</td>
<td>226</td>
<td>145</td>
<td>958</td>
</tr>
<tr>
<td>Non-use or mis-use of professional skills</td>
<td>184</td>
<td>140</td>
<td>135</td>
<td>98</td>
<td>240</td>
<td>161</td>
<td>958</td>
</tr>
<tr>
<td>Desire to try your talents in a civilian</td>
<td>186</td>
<td>121</td>
<td>149</td>
<td>112</td>
<td>248</td>
<td>142</td>
<td>958</td>
</tr>
<tr>
<td>Unable to make any further worthwhile</td>
<td>124</td>
<td>95</td>
<td>113</td>
<td>122</td>
<td>342</td>
<td>162</td>
<td>958</td>
</tr>
<tr>
<td>Dissatisfaction with ADF personnel management</td>
<td>300</td>
<td>148</td>
<td>141</td>
<td>104</td>
<td>160</td>
<td>105</td>
<td>958</td>
</tr>
<tr>
<td>Reason for leaving ADF</td>
<td>1</td>
<td>2</td>
<td>3</td>
<td>4</td>
<td>5</td>
<td>6</td>
<td>N</td>
</tr>
<tr>
<td>------------------------</td>
<td>---</td>
<td>---</td>
<td>---</td>
<td>---</td>
<td>---</td>
<td>---</td>
<td>---</td>
</tr>
<tr>
<td>Frustration with efforts to achieve perceived Service objectives within current Defence</td>
<td>246</td>
<td>159</td>
<td>149</td>
<td>95</td>
<td>180</td>
<td>129</td>
<td>958</td>
</tr>
<tr>
<td>Attractiveness of possible higher income outside your Service</td>
<td>88</td>
<td>81</td>
<td>105</td>
<td>141</td>
<td>383</td>
<td>159</td>
<td>957</td>
</tr>
<tr>
<td>Desire to live in your own home</td>
<td>345</td>
<td>145</td>
<td>92</td>
<td>66</td>
<td>182</td>
<td>128</td>
<td>958</td>
</tr>
<tr>
<td>Dissatisfaction with Service housing</td>
<td>109</td>
<td>78</td>
<td>109</td>
<td>111</td>
<td>275</td>
<td>276</td>
<td>958</td>
</tr>
<tr>
<td>Better long term career prospects outside ADF</td>
<td>123</td>
<td>95</td>
<td>109</td>
<td>106</td>
<td>355</td>
<td>170</td>
<td>958</td>
</tr>
<tr>
<td>Dissatisfaction with present career path</td>
<td>204</td>
<td>145</td>
<td>112</td>
<td>111</td>
<td>250</td>
<td>136</td>
<td>958</td>
</tr>
<tr>
<td>Desire to try alternatives to full-time work</td>
<td>63</td>
<td>60</td>
<td>95</td>
<td>72</td>
<td>398</td>
<td>270</td>
<td>958</td>
</tr>
<tr>
<td>Desire to try yourself out in own business</td>
<td>100</td>
<td>65</td>
<td>62</td>
<td>64</td>
<td>346</td>
<td>318</td>
<td>955</td>
</tr>
</tbody>
</table>

### Table Indicating Reasons for Leaving the ADF by Degree of Influence - Frequencies and Percentages

(Items E-01 to E-19)

Degree of Influence - 1 = Very considerable influence
2 = of considerable influence
3 = of moderate influence
4 = of slight influence only
5 = if had no influence on decision
6 = if ineligible or not appropriate

### Degree of Influence - Frequencies and Percentages

1 = Very considerable influence
2 = of considerable influence
3 = of moderate influence
4 = of slight influence only
5 = if had no influence on decision
6 = if ineligible or not appropriate

100%
Table 17:
Table of General Health Questionnaire Item Scores of Respondents Compared with Those
(A) Cited by Duncan-Jones et al. (1986) and
(B) Obtained by National Heart Foundation (1980) in their Risk Factor Prevalence Study: Males only

<table>
<thead>
<tr>
<th>GHQ Positive Items:</th>
<th>1</th>
<th>2</th>
<th>3</th>
<th>4</th>
<th>(3+4)</th>
<th>A</th>
<th>B</th>
</tr>
</thead>
<tbody>
<tr>
<td>Concentration</td>
<td>110</td>
<td>719</td>
<td>103</td>
<td>19</td>
<td>12.8</td>
<td>10.5</td>
<td>11.9</td>
</tr>
<tr>
<td>Usefulness</td>
<td>294</td>
<td>505</td>
<td>115</td>
<td>36</td>
<td>15.9</td>
<td>10.0</td>
<td>8.7</td>
</tr>
<tr>
<td>Decision-making</td>
<td>217</td>
<td>676</td>
<td>50</td>
<td>9</td>
<td>6.2</td>
<td>5.5</td>
<td>5.2</td>
</tr>
<tr>
<td>Enjoyment</td>
<td>220</td>
<td>578</td>
<td>116</td>
<td>36</td>
<td>16.0</td>
<td>12.5</td>
<td>12.5</td>
</tr>
<tr>
<td>Facing things</td>
<td>112</td>
<td>790</td>
<td>42</td>
<td>9</td>
<td>5.4</td>
<td>4.6</td>
<td>4.8</td>
</tr>
<tr>
<td>Happy</td>
<td>225</td>
<td>631</td>
<td>83</td>
<td>14</td>
<td>10.2</td>
<td>4.4</td>
<td>6.1</td>
</tr>
</tbody>
</table>

Note: 1 = Better or more so than usual
2 = Same as usual
3 = Less than usual
4 = Much less than usual

Percentage ill derived by adding categories 3 and 4 together and dividing by the number within the sample.

<table>
<thead>
<tr>
<th>GHQ Negative Items:</th>
<th>1</th>
<th>2</th>
<th>3</th>
<th>4</th>
<th>(2+3+4)</th>
<th>(3+4)</th>
<th>A</th>
<th>B</th>
</tr>
</thead>
<tbody>
<tr>
<td>Sleeplessness</td>
<td>355</td>
<td>436</td>
<td>126</td>
<td>35</td>
<td>62.7</td>
<td>46.0</td>
<td>16.9</td>
<td>12.3</td>
</tr>
<tr>
<td>Strained</td>
<td>292</td>
<td>433</td>
<td>186</td>
<td>42</td>
<td>69.4</td>
<td>63.2</td>
<td>23.9</td>
<td>21.2</td>
</tr>
<tr>
<td>Difficulties</td>
<td>485</td>
<td>393</td>
<td>62</td>
<td>12</td>
<td>49.1</td>
<td>52.7</td>
<td>7.8</td>
<td>6.3</td>
</tr>
<tr>
<td>Depressed</td>
<td>355</td>
<td>427</td>
<td>139</td>
<td>32</td>
<td>62.7</td>
<td>50.1</td>
<td>17.9</td>
<td>13.6</td>
</tr>
<tr>
<td>Confidence loss</td>
<td>601</td>
<td>254</td>
<td>79</td>
<td>19</td>
<td>35.9</td>
<td>35.3</td>
<td>10.3</td>
<td>6.4</td>
</tr>
<tr>
<td>Worthlessness</td>
<td>759</td>
<td>140</td>
<td>50</td>
<td>4</td>
<td>20.4</td>
<td>22.2</td>
<td>5.7</td>
<td>2.9</td>
</tr>
</tbody>
</table>

Note: 1 = Not at all
2 = No more than usual
3 = Rather more than usual
4 = Much more than usual

A. For the comparison with the Duncan-Jones et al. data, the percentage ill is calculated by adding together categories 2, 3 and 4 and dividing by the sample size.

B. The comparison with the National heart Foundation data is based on the percentage ill comprising categories 3 and 4 divided by sample size.
<table>
<thead>
<tr>
<th>Event</th>
<th>Percentage Agreement</th>
<th>N</th>
</tr>
</thead>
<tbody>
<tr>
<td>Suffered from hypertension</td>
<td>21.2</td>
<td>956</td>
</tr>
<tr>
<td>Suffered from ulcers</td>
<td>5.3</td>
<td>957</td>
</tr>
<tr>
<td>Suffered from arthritis</td>
<td>18.1</td>
<td>957</td>
</tr>
<tr>
<td>Been admitted to hospital for surgery</td>
<td>24.8</td>
<td>957</td>
</tr>
<tr>
<td>Suffered from a serious accident</td>
<td>6.4</td>
<td>956</td>
</tr>
<tr>
<td>Suffered from coronary heart disease</td>
<td>2.6</td>
<td>957</td>
</tr>
<tr>
<td>Increased your weight by more than 3 kgs</td>
<td>36.4</td>
<td>957</td>
</tr>
<tr>
<td>Decreased your weight by more than 3 kgs</td>
<td>24.9</td>
<td>957</td>
</tr>
<tr>
<td>Increased the amount of smoking</td>
<td>12.3</td>
<td>957</td>
</tr>
<tr>
<td>Decreased the amount of smoking</td>
<td>21.7</td>
<td>957</td>
</tr>
<tr>
<td>Increased your level of physical activity</td>
<td>39.1</td>
<td>957</td>
</tr>
<tr>
<td>Decreased your level of physical activity</td>
<td>30.1</td>
<td>957</td>
</tr>
<tr>
<td>Are you healthier now than in 1980</td>
<td>18.0</td>
<td>957</td>
</tr>
<tr>
<td>Are you fitter now than in 1980</td>
<td>20.7</td>
<td>957</td>
</tr>
<tr>
<td>Are you happier now than in 1980</td>
<td>53.6</td>
<td>957</td>
</tr>
<tr>
<td>Are you drinking more now than in 1980</td>
<td>7.2</td>
<td>957</td>
</tr>
</tbody>
</table>
Table 19:

Table Showing Chi Square Probability Levels of 'Health Events' (items E-59 to E-74) with all Dependent Variables and GHQ Subscales

<table>
<thead>
<tr>
<th>Time to:</th>
<th>Job A-138</th>
<th>Money A-139</th>
<th>Civ'n A-140</th>
<th>Family A-141</th>
<th>House A-142</th>
<th>Total A-143</th>
</tr>
</thead>
<tbody>
<tr>
<td>Hypertension</td>
<td>0002</td>
<td></td>
<td>0000</td>
<td>0525</td>
<td></td>
<td>0085</td>
</tr>
<tr>
<td>Ulcers</td>
<td>-</td>
<td>-</td>
<td>-</td>
<td>0452</td>
<td>-</td>
<td>-</td>
</tr>
<tr>
<td>Arthritis</td>
<td>-</td>
<td>0366</td>
<td>-</td>
<td>-</td>
<td>-</td>
<td>-</td>
</tr>
<tr>
<td>Surgery</td>
<td>-</td>
<td>-</td>
<td>0410</td>
<td>-</td>
<td>-</td>
<td>-</td>
</tr>
<tr>
<td>Accident</td>
<td>-</td>
<td>-</td>
<td>-</td>
<td>0324</td>
<td>-</td>
<td>-</td>
</tr>
<tr>
<td>Coronary</td>
<td>0498</td>
<td>-</td>
<td>-</td>
<td>-</td>
<td>-</td>
<td>-</td>
</tr>
<tr>
<td>Weight*</td>
<td>0064</td>
<td>0115</td>
<td>0032</td>
<td>-</td>
<td>-</td>
<td>-</td>
</tr>
<tr>
<td>Smoke*</td>
<td>-</td>
<td>0008</td>
<td>0229</td>
<td>0259</td>
<td>0078</td>
<td>0182</td>
</tr>
<tr>
<td>Physical*</td>
<td>0098</td>
<td>-</td>
<td>0120</td>
<td>0012</td>
<td>-</td>
<td>0015</td>
</tr>
<tr>
<td>Healthier</td>
<td>-</td>
<td>0075</td>
<td>0063</td>
<td>-</td>
<td>-</td>
<td>0352</td>
</tr>
<tr>
<td>Fitter</td>
<td>-</td>
<td>-</td>
<td>0372</td>
<td>-</td>
<td>-</td>
<td>-</td>
</tr>
<tr>
<td>Happier</td>
<td>0000</td>
<td>0003</td>
<td>0000</td>
<td>0000</td>
<td>0180</td>
<td>0000</td>
</tr>
<tr>
<td>Drinking</td>
<td>-</td>
<td>0040</td>
<td>0114</td>
<td>-</td>
<td>0391</td>
<td>-</td>
</tr>
</tbody>
</table>

Comfort in Job; as Civ’n A-151 A-152 | Intensity Strain- Impact Chronic Transient Useful**

| Hypertension | 0406 | 0004 | 0005 | 0000 | 0493 |
| Ulcers       | -    | -    | 0301 | 0242 | 0179 |
| Arthritis    | 0329 | -    | -    | 0078 | 0005 |
| Surgery      | -    | -    | -    | -    | -    |
| Accident     | -    | -    | -    | -    | -    |
| Coronary     | 0414 | -    | -    | 0118 | 0073 |
| Weight*      | 0273 | 0122 | 0005 | 0022 | -    |
| Smoke*       | 0249 | -    | 0061 | 0000 | 0000 |
| Physical*    | 0025 | 0460 | 0000 | 0000 | 0000 |
| Healthier    | 0034 | 0002 | 0000 | 0000 | 0000 |
| Fitter       | -    | 0083 | 0197 | 0000 | 0000 |
| Happier      | 0000 | 0000 | 0000 | 0000 | 0000 |
| Drinking     | -    | 0134 | -    | 0004 | 0002 |

* Note: These variables have been created by the combining of the 'increased' and 'decreased' items to form one 'scale' - Reduced; Increased; Neither an increase or decrease; both an increase and decrease within the last five years.

**Useful, Strain and Impact scales reduced to 3, 4, 5 categories respectively.
Table 20:

Table Showing Chi Square Probability levels for Various Health Events and Changes in Weight, Physical Activity and Smoking over the Previous Five Years.

<table>
<thead>
<tr>
<th>Changes in:</th>
<th>Weight</th>
<th>Physical Activity</th>
<th>Smoking</th>
</tr>
</thead>
<tbody>
<tr>
<td>E-59 hypertension</td>
<td>p = 0005</td>
<td>0497</td>
<td>1348</td>
</tr>
<tr>
<td>E-60 ulcers</td>
<td>p = 0373</td>
<td>1947</td>
<td>3878</td>
</tr>
<tr>
<td>E-61 arthritis</td>
<td>p = 1175</td>
<td>0756</td>
<td>1263</td>
</tr>
<tr>
<td>E-62 surgery</td>
<td>p = 0167</td>
<td>8168</td>
<td>1055</td>
</tr>
<tr>
<td>E-63 serious accident</td>
<td>p = 1380</td>
<td>2870</td>
<td>0362</td>
</tr>
<tr>
<td>E-64 coronary disease</td>
<td>p = 4479</td>
<td>0098</td>
<td>0067</td>
</tr>
<tr>
<td>E-71 healthier now</td>
<td>p = 0000</td>
<td>0000</td>
<td>0000</td>
</tr>
<tr>
<td>E-72 fitter now</td>
<td>p = 0000</td>
<td>0000</td>
<td>0000</td>
</tr>
<tr>
<td>E-73 happier now</td>
<td>p = 0085</td>
<td>0000</td>
<td>0000</td>
</tr>
<tr>
<td>E-74 drinking more</td>
<td>p = 0000</td>
<td>0000</td>
<td>0000</td>
</tr>
</tbody>
</table>

Note: decimal points omitted
Increases in weight, smoking, and decreases in physical activity is associated with increased incidence of (ill) health events, and decreases in health (E-71), fitness and happiness and increased drinking.
Table 21:

Table of Means and Standard Deviations Items C-26 to C-50, Comparison of ADF and Civilian Jobs, and Principal Axes Factor Analysis - Varimax Rotation (N=827)

<table>
<thead>
<tr>
<th>Item</th>
<th>Mean</th>
<th>s.d.</th>
<th>I</th>
<th>II</th>
<th>III</th>
<th>IV</th>
</tr>
</thead>
<tbody>
<tr>
<td>C-26 Salary</td>
<td>3.662</td>
<td>2.042</td>
<td>-</td>
<td>-</td>
<td>59</td>
<td>-</td>
</tr>
<tr>
<td>C-27 Hours of work</td>
<td>4.676</td>
<td>1.865</td>
<td>-</td>
<td>-</td>
<td>-</td>
<td>58</td>
</tr>
<tr>
<td>C-28 Responsibility</td>
<td>3.972</td>
<td>1.827</td>
<td>57</td>
<td>-</td>
<td>-</td>
<td>-</td>
</tr>
<tr>
<td>C-29 Autonomy</td>
<td>4.534</td>
<td>1.601</td>
<td>63</td>
<td>-</td>
<td>-</td>
<td>-</td>
</tr>
<tr>
<td>C-30 Authority</td>
<td>3.577</td>
<td>1.870</td>
<td>54</td>
<td>37</td>
<td>-</td>
<td>-</td>
</tr>
<tr>
<td>C-31 Peer Support</td>
<td>3.783</td>
<td>1.851</td>
<td>-</td>
<td>56</td>
<td>-</td>
<td>-</td>
</tr>
<tr>
<td>C-32 Working Conditions</td>
<td>4.462</td>
<td>1.787</td>
<td>-</td>
<td>-</td>
<td>36</td>
<td>56</td>
</tr>
<tr>
<td>C-33 Friendships</td>
<td>3.417</td>
<td>1.521</td>
<td>-</td>
<td>52</td>
<td>-</td>
<td>-</td>
</tr>
<tr>
<td>C-34 Creativity</td>
<td>4.499</td>
<td>1.711</td>
<td>63</td>
<td>-</td>
<td>-</td>
<td>-</td>
</tr>
<tr>
<td>C-35 Accountability</td>
<td>4.175</td>
<td>1.669</td>
<td>51</td>
<td>40</td>
<td>-</td>
<td>-</td>
</tr>
<tr>
<td>C-36 Security</td>
<td>3.069</td>
<td>1.671</td>
<td>-</td>
<td>48</td>
<td>36</td>
<td>-</td>
</tr>
<tr>
<td>C-37 Promotion prospects</td>
<td>3.566</td>
<td>1.706</td>
<td>-</td>
<td>-</td>
<td>51</td>
<td>-</td>
</tr>
<tr>
<td>C-38 Being own boss</td>
<td>4.807</td>
<td>1.694</td>
<td>70</td>
<td>-</td>
<td>-</td>
<td>-</td>
</tr>
<tr>
<td>C-39 Prestige</td>
<td>3.747</td>
<td>1.678</td>
<td>52</td>
<td>39</td>
<td>47</td>
<td>-</td>
</tr>
<tr>
<td>C-40 Professional career</td>
<td>3.778</td>
<td>1.782</td>
<td>36</td>
<td>-</td>
<td>63</td>
<td>-</td>
</tr>
<tr>
<td>C-41 Helping others</td>
<td>4.178</td>
<td>1.596</td>
<td>41</td>
<td>50</td>
<td>-</td>
<td>-</td>
</tr>
<tr>
<td>C-42 Challenging</td>
<td>4.281</td>
<td>1.838</td>
<td>64</td>
<td>36</td>
<td>37</td>
<td>-</td>
</tr>
<tr>
<td>C-43 Freedom</td>
<td>5.358</td>
<td>1.516</td>
<td>53</td>
<td>-</td>
<td>-</td>
<td>60</td>
</tr>
<tr>
<td>C-44 Life style</td>
<td>4.861</td>
<td>1.711</td>
<td>47</td>
<td>-</td>
<td>-</td>
<td>55</td>
</tr>
<tr>
<td>C-45 Fringe benefits</td>
<td>4.191</td>
<td>1.802</td>
<td>-</td>
<td>-</td>
<td>46</td>
<td>38</td>
</tr>
<tr>
<td>C-46 Variety</td>
<td>4.138</td>
<td>1.873</td>
<td>51</td>
<td>-</td>
<td>-</td>
<td>-</td>
</tr>
<tr>
<td>C-47 Work with people not things</td>
<td>4.111</td>
<td>1.460</td>
<td>-</td>
<td>50</td>
<td>-</td>
<td>-</td>
</tr>
<tr>
<td>C-48 Knowing where you are in the hierarchy</td>
<td>3.838</td>
<td>1.613</td>
<td>-</td>
<td>63</td>
<td>-</td>
<td>-</td>
</tr>
<tr>
<td>C-49 Clearly defined tasks</td>
<td>3.913</td>
<td>1.621</td>
<td>-</td>
<td>60</td>
<td>-</td>
<td>-</td>
</tr>
<tr>
<td>C-50 Degree of role conflict</td>
<td>4.145</td>
<td>1.215</td>
<td>-</td>
<td>-</td>
<td>-</td>
<td>-</td>
</tr>
</tbody>
</table>

Note: Only Factor loading in excess of .35 included. Decimal points omitted.
Principal Axes extraction - Varimax rotation.
Table 22:

Table Showing Frequencies and Percentages of Respondents
Indicating whether or not Items Posed Problems in the
Obtaining of Employment
(Items C-72 tto C-88)

<table>
<thead>
<tr>
<th>Problem</th>
<th>Neither</th>
<th>Helped</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>C-72 Recognition of ADF experience by employers</td>
<td>218</td>
<td>215</td>
<td>425</td>
</tr>
<tr>
<td>C-73 ....ADF qualifications by employers</td>
<td>253</td>
<td>327</td>
<td>580</td>
</tr>
<tr>
<td>C-74 ....ADF experience by unions</td>
<td>116</td>
<td>711</td>
<td>827</td>
</tr>
<tr>
<td>C-75 ....ADF qualifications by unions</td>
<td>123</td>
<td>708</td>
<td>811</td>
</tr>
<tr>
<td>C-76 ...ADF experience by State Licencing Authorities</td>
<td>125</td>
<td>626</td>
<td>751</td>
</tr>
<tr>
<td>C-77 ...ADF qualifications by State Licencing Authorities</td>
<td>130</td>
<td>626</td>
<td>756</td>
</tr>
<tr>
<td>C-78 Personal Aspirations were too high</td>
<td>124</td>
<td>658</td>
<td>782</td>
</tr>
<tr>
<td>C-79 Your ADF status and rank were too high</td>
<td>102</td>
<td>492</td>
<td>594</td>
</tr>
<tr>
<td>C-80 You were not qualified enough</td>
<td>223</td>
<td>600</td>
<td>823</td>
</tr>
<tr>
<td>C-81 Your Age</td>
<td>256</td>
<td>545</td>
<td>801</td>
</tr>
<tr>
<td>C-82 You were too highly qualified</td>
<td>156</td>
<td>681</td>
<td>837</td>
</tr>
<tr>
<td>C-83 Your choice of resettlement locality</td>
<td>141</td>
<td>570</td>
<td>711</td>
</tr>
<tr>
<td>C-84 Inadequate resettlement assistance</td>
<td>236</td>
<td>611</td>
<td>847</td>
</tr>
<tr>
<td>C-85 Family needs: schooling housing requirements etc.</td>
<td>110</td>
<td>678</td>
<td>788</td>
</tr>
<tr>
<td>C-86 Personal Aspirations were too low</td>
<td>41</td>
<td>801</td>
<td>842</td>
</tr>
<tr>
<td>C-87 Factors within your personality</td>
<td>71</td>
<td>633</td>
<td>704</td>
</tr>
<tr>
<td>C-88 Your medical/health/fitness status</td>
<td>84</td>
<td>560</td>
<td>644</td>
</tr>
</tbody>
</table>

Percentages: 100.0%
Transition to Civilian Life — A Survey

Centre for Continuing Education
The Australian National University
Canberra ACT 2600
November 1984
POST DISCHARGE RESETTLEMENT SURVEY

1. Mr Doug MacLean, a postgraduate student with the Australian National University's Centre for Continuing Education is conducting an investigation of the transition of service personnel into civilian life on severance, compulsory or voluntary, from the Australian Defence Forces. To assist his project Mr MacLean is surveying ex-service personnel by questionnaire and personal interview and is being aided by Defence in this survey.

2. The Department of Defence welcomes the opportunity to co-operate with Mr MacLean's investigations as a PhD student. It has been the goal of the Service Conditions Branch for some time to validate whether or not the approved objectives of resettlement are being achieved by the resettlement measures now available. This research project will accord with that goal and will hopefully assist Defence with the review of resettlement termination provisions previously announced by the Minister for Defence in August 1983.

3. You are one of some 3700 ex-service personnel who left the Services between January 1981 and December 1983 who are being invited to take part in the survey. Let me assure you personally that at no time will your identity be made known to Mr MacLean unless it is with your express approval. The outer envelope has been addressed and despatched by Service offices and the enclosed pre-paid envelope has been specially printed by Defence to further provide your safeguard of anonymity.

4. I ask for your co-operation in completing the enclosed questionnaire which as Mr MacLean observes in his introduction is lengthy and could take up to an hour and a half to complete. If, though, as a result of your personal involvement and contribution to this survey improved resettlement provisions ensue then I feel sure you would agree that it was time well spent.

5. Finally, may I also take this opportunity to wish you every success in your chosen civilian sphere, to again reassure you that your anonymity will be preserved, and to urge you to return the completed questionnaire in the pre-paid envelope provided.

P.H. James
Commodore RAN
Director General
Service Conditions
November 1984
TRANSITION TO CIVILIAN LIFE PROJECT

Introduction

Men and women in the Australian Defence Forces (ADF) are unique among participants in the Australian Labour Force because the majority of them have to consider the possibility of entering into a new career when their period of engagement ends. No other sizeable group has its employment compulsorily ended at a time when others are in mid-career and looking forward to consolidating their career and enhancement in status.

'Transition', for the purposes of this project, is the experience of moving from life in the Services to civilian life. Very little is known about the success or otherwise of this kind of transition by members of any of the armed forces throughout the world, let alone the ADF. This project attempts to understand the transition process a little more, and to capitalise on the experience of many individuals, with the thought that this may lead to among other things, a more informed Department of Defence, and consequently improved policy-making in the Resettlement area. The results will be considered in the context of the current Defence Review of Resettlement Provisions.

You have been selected from those who left the ADF in the period from January 1981 through December 1983, to participate in this project. This was primarily a random selection by your particular Service. Your co-operation is essential in making the project a success.

We realise that the questionnaire is a long one, but we hope that the relevance for you and its importance for future generations of servicemen and women will enable you to persist and complete the questionnaire. It should take no longer than an hour and a half. Please complete and return the questionnaire to us in the enclosed envelope as soon as possible.

Your responses will be kept absolutely confidential, and with the large amount of material being gathered, it will be impossible to identify any individual from the responses given.

The great majority of questions can be answered very quickly by the placing of a tick in the appropriate category; or by circling the number which best represents your view/agreement-disagreement with a particular statement or comment. Do not spend too much time thinking through all the aspects of a particular statement or comment, what is required is an immediate response to it. Other questions however, do require a great deal more thought, and it is important that you feel free to state your position exactly. Brevity is of course helpful, but please do not be deterred from putting down all that you need to.

All questions have been rigorously examined by ex-servicemen and by serving personnel, and their comments have helped in the shaping of the final questionnaire. However, all the faults, including its length are my responsibility solely. Their co-operation and help is acknowledged.

If you have concerns or questions about the study, please do not hesitate to contact either me or Dr Geoff Caldwell at the Centre for Continuing Education, Australian National University. If you would like to participate in further phases of the project, or would like a copy of the basic results, please let us know.

Doug MacLean
phones: (062)493892 or (062)492892 (work)
(062)498417 (home)

Geoff Caldwell
(062)492890 or
(062)492892 (work)
SECTION A

The Transition to Civilian Life - Overview

A-01 In what year did you begin to think seriously about your discharge/retirement from the ADF? 19......

A-02 How long was this before you were actually discharged? .....yrs

A-03 In what year did you really begin to firm up your ideas about leaving the ADF? 19......

At that time how sure were you about:

<table>
<thead>
<tr>
<th>(circle the figure that best represents your view)</th>
<th>Very Sure</th>
<th>Not at all Sure</th>
</tr>
</thead>
<tbody>
<tr>
<td>A-04 what you might do when you left the ADF?</td>
<td>1 2 3 4 5</td>
<td>5</td>
</tr>
<tr>
<td>A-05 where you might live?</td>
<td>1 2 3 4 5</td>
<td>5</td>
</tr>
<tr>
<td>A-06 what your financial position might be?</td>
<td>1 2 3 4 5</td>
<td>5</td>
</tr>
<tr>
<td>A-07 how you might adapt to civilian life?</td>
<td>1 2 3 4 5</td>
<td>5</td>
</tr>
<tr>
<td>A-08 how your family might adapt to the change?</td>
<td>1 2 3 4 5</td>
<td>5</td>
</tr>
<tr>
<td>A-09 the nature and demands of the change you were about to make?</td>
<td>1 2 3 4 5</td>
<td>5</td>
</tr>
</tbody>
</table>

Just before discharge, how long did you think it would take:

<table>
<thead>
<tr>
<th>(circle the figure that best represents your view)</th>
<th>3 mths or less</th>
<th>3-6 mths</th>
<th>6-12 mths</th>
<th>12-24 mths</th>
<th>24 mths or more</th>
</tr>
</thead>
<tbody>
<tr>
<td>A-10 to find a suitable job?</td>
<td>1 2 3 4 5</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>A-11 to sort out your finances?</td>
<td>1 2 3 4 5</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>A-12 to feel comfortable as a civilian?</td>
<td>1 2 3 4 5</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>A-13 for your family to settle down?</td>
<td>1 2 3 4 5</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>A-14 to find a suitable place to live?</td>
<td>1 2 3 4 5</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

A-15 Before discharge, what were some of the things you were hoping or looking for in civilian life as a whole? In other words, what did you hope to get from civilian life that was not available to you in the ADF?
Before discharge, what were some of the 'costs' (regrets or things you would miss, etc) that you thought might be associated with your leaving the ADF?

Below are a number of statements relating to transition. In the light of your experience, would you please respond to each statement as follows:

- If you Strongly Disagree with the Statement, circle 1;
- If you Disagree with the Statement, circle 2;
- If you are Unsure of whether or not you agree or disagree, circle 3;
- If you Agree with the Statement, circle 4;
- If you Strongly Agree with the Statement, circle 5.

Please make an immediate response to each statement, don’t spend too much time on any one item. Don’t worry if questions seem similar or repetitious.

A-17 My transition to civilian life has been relatively smooth, all things considered

A-18 I am able to use the skills obtained in the Armed Forces to advantage in civilian life

A-19 I looked forward to my retirement from the Armed Forces

A-20 I prefer the Armed Forces life-style to that of civilian life

A-21 I planned well ahead for my transition to civilian life

A-22 The Armed Forces should allow more time for its personnel to obtain civilian qualifications.

A-23 My family have given me great support in the move to civilian life

A-24 I wanted to get a job that was similar to my last job in the Armed Forces

A-25 Being a civilian means that I can do my own thing more easily

A-26 Financially, I am better off now than I was in the Armed Forces

A-27 I miss the comradeship of my friends in the Armed Forces

A-28 Overall the transition to civilian life has been more stressful than I would have expected

A-29 My talents and skills are being put to good use in my civilian position

A-30 If I had my life over again, I would do the same again, and forge a career in the Services

A-31 My family are relieved that I am no longer in the Services

A-32 The retirement from the Services gives me a great opportunity to do new things

A-33 I prefer the organised structure of life in the Services to the relative freedom of civilian life

A-34 Civilian employers do not really give much credit for the training and skills learned in the Armed Forces

A-35 Since leaving the Services, I have taken up new hobbies and/or leisure activities

A-36 The problems associated with investing and handling the commutation are few

A-37 There are less strains and tensions in my present life style than when I was in the Services

A-38 I found the Resettlement Seminars of great help in planning the transition

A-39 To assist in the transition process, Servicemen ought to be able to gain more civilian work experience prior to discharge

A-40 Commutable pensions should be possible after 15 years service

A-41 The biggest problem facing me at discharge was related to starting a second career

A-42 It is important for me to continue my contacts with people currently in the Armed Forces

A-43 I do not regret, overall, the time spent in the Armed Forces

A-44 Leaving the Armed Forces has presented me with challenges

A-45 On balance, I think I should have got out of the Services much earlier than I did

A-46 Within myself, I feel so much better now than I did when I was in the Services

A-47 There ought to be a review of all the resettlement provisions by the Defence Department

A-48 The main reason I retired from the Services was for family reasons

A-49 I miss the status associated with my rank in the Services
Resettlement provisions are not really as generous as they should be

My present position is roughly the same in status and prestige to that held in the Services

The "old boy network" has been a great help in assisting me in my transition

All resettlement activities should be handled by the Department of Veterans' Affairs

More attention should be paid to civilian requirements when devising military training and certification programmes

The 20 years service requirement for retirement pensions should be changed

My net liabilities have increased since my discharge from the Services

Before discharge there should be greater attention paid by the Department to ways of easing the transition of those about to leave the ADF

Defence Department policy should be oriented to reducing the number of postings

It is quite natural for self esteem and self worth to be questioned when moving from one situation which is familiar, known and understood to a situation which may be quite strange, and little understood. The first few questions are related to self esteem and the rest are concerned with the way you reacted to the transition process as a whole.

I feel that I am a person of worth at least on an equal plane with others

I feel that I have a number of good qualities

All in all, I am inclined to feel that I am a failure

I am able to do things as well as most other people

I feel that I do not have much to be proud of

I take a positive attitude to myself

On the whole I am satisfied with myself

I wish I could have more respect for myself

I certainly feel useless at times

At times, I think that I am no good at all

In my experience of moving from life in the services to civilian life, and in my civilian life to date, when problems or difficulties were encountered, (use same response categories)

I just concentrated on what I had to do next - the next step

I went over the problems again and again in my mind to try and understand them

I turned to work or substitute activity to take my mind off things

I felt that time would make a difference, the only thing to do was to wait

I bargained or compromised to get something positive from the situation

I did something which I thought might not work but at least I was doing something

I got the person responsible to change his or her mind

I talked to someone to find out more about the situation

I blamed myself

I concentrated on something good that could come out of the whole thing

I criticized or lectured myself

I tried not to burn my bridges behind me, but leave things open somewhat

I hoped a miracle would happen

I went along with fate; sometimes you just have bad luck

I went on as if nothing had happened

I felt bad that I couldn't avoid the problem

I kept my feelings to myself

I looked for the "silver lining", so to speak; tried to look on the bright side of things

I slept more than usual

I got mad at the people or things that caused the problem

I accepted sympathy and understanding from someone

I told myself things that helped me to feel better

I was inspired to do something creative
I tried to forget the whole thing
I got professional help and did what they recommended
I changed or grew as a person in a good way
I waited to see what would happen
I did something totally new that I never would have done if this hadn't happened
I tried to make up to someone for the bad thing that happened
I made a plan of action and followed it
I accepted the next best thing to what I wanted
I let my feelings out somehow
I realized I brought the problem on myself
I came out of the experience better than when I went in
I talked to someone who could do something concrete about the problem
I got away from it for a while; tried to rest or take a vacation
I tried to make myself feel better by eating, drinking, smoking, taking medication, etc
I took a big chance or did something very risky
I found new faith or some important truth about life
I tried not to act too hastily or follow my first hunch
I joked about it
I maintained my pride and kept a stiff upper lip
I rediscovered what is important in life
I changed something so things would turn out all right
I avoided being with people in general
I didn't let it get to me; refused to think too much about it
I asked someone I respected for advice and followed it

A-116 I kept others from knowing how bad things were
A-117 I made light out of the situation; refused to get too serious about it
A-118 I talked to someone about how I was feeling
A-119 I stood my ground and fought for what I wanted
A-120 I took it out on other people
A-121 I drew on my past experiences; I was in a similar situation before
A-122 I just took things one step at a time
A-123 I knew what had to be done, so I doubled my efforts and tried harder to make things work
A-124 I refused to believe that it had happened
A-125 I made a promise to myself that things would be different next time
A-126 I came up with a couple of different solutions to the problem
A-127 I accepted it, since nothing could be done
A-128 I wished I was a stronger person - more optimistic and forceful
A-129 I accepted my strong feelings, but didn't let them interfere with other things too much
A-130 I wished that I could change what had happened
A-131 I wished that I could change the way I felt
A-132 I changed something about myself so that I could deal with the situation better
A-133 I daydreamed or imagined a better time or place than the one I was in
A-134 I had fantasies or wishes about how things might turn out
A-135 I thought about fantastic or unreal things (like the perfect revenge or finding a million dollars) that made me feel better
A-136 I wished that the situation would go away or somehow be over with
A-137 I did something different from any of the above
For some individuals, the transition to civilian life takes a relatively short period of time, for others it may be considerably longer. Parts of the transition may take a longer time than others. There is no one 'right' pattern. Now that you are discharged, upon reflection, how long has it taken:

(circle the appropriate number which best represents your position)

3 mths 3-6 6-12 12-24 24 mths Still
or less mths mths mths or more to

A-138 to find a suitable job?
A-139 to sort out your finances?
A-140 to feel comfortable as a civilian?
A-141 for your family to settle down?
A-142 to find a suitable place to live?
A-143 to feel that the transition is complete?

In A-15 we asked about the hopes you had and the things you were looking for in civilian life. To what extent have they actually been realised as a result of your shift into civilian life, to this point in time? (Circle the appropriate number (between the two extremes) which best indicates your position.

A-144 Have got everything I hoped for
A-145 Have got nothing of what I hoped for

In A-16 we asked about the probable 'costs' to you of a shift associated with your leaving the ADF. To what extent do you think that the 'costs' involved in the transition have been as great as anticipated?

A-146 The "costs" (regrets) of leaving have been much greater than anticipated
A-147 The "costs" (regrets) of leaving have been much less than anticipated

To what extent do you think that you have been in control of the transition as a whole?

A-148 Totally in control
A-149 My transition has been totally out of my control

To what extent do you wish that you'd had more information before you left the ADF?

A-150 Very Much So
A-151 Not At All

To what extent, if you had your time again, that you would have done things differently as far as the shift into civilian life is concerned?

A-152 Very Much So
A-153 Not At All

What kinds of things would you have done differently?

Now that you are discharged:
(Please circle the number which best expresses your view)

A-154 How comfortable are you if things are not carried out in a military manner?
Very Comfortable 1 2 3 4 5 6 7 Not at all comfortable

A-155 How comfortable are you in your present job?
Very Comfortable 1 2 3 4 5 6 7 Not at all comfortable

A-156 How comfortable do you feel in your role as a civilian?
Very Comfortable 1 2 3 4 5 6 7 Not at all comfortable

A-157 How much thinking in a military way do you find yourself doing?
Very Much/A Great Deal 1 2 3 4 5 6 7 Not much at all

A-158 How much do you feel like a military person?
Very Much/A Great Deal 1 2 3 4 5 6 7 Not much at all

A-159 How much do you find yourself acting in a military manner?
Very Much/A Great Deal 1 2 3 4 5 6 7 Not much at all

A-160 How much compromising did you do between what you would have really liked to have done (ideally) and what was realistic and practical (actual)?
Very Much/A Great Deal 1 2 3 4 5 6 7 Not much at all

A-161 To what extent are you prepared to accept responsibility for what has happened in your transition to this point in time?
100% 0% (tick appropriate place)

Are or have there been any features of your overall transition to date that you would particularly like to comment on? If so please feel free to do so in the space provided.

A-162

A-163

A-164

A-165

A-166

A-167

A-168

A-169
Section B: Biographical

(tick appropriate category)

B-01 Your date of discharge was...?
   ___ day; ___ month; ___ year

B-02 Your age at discharge was...?
   ___ years

B-03 Your present age is...
   ___ years

B-04 Was your rank at discharge...?
   ___ acting; __ substantive?

B-05 Your marital status at discharge is now
   (tick appropriate category)
   married; divorced; separated; living together; single

B-06 Your rank at discharge was...
   at discharge; is now

B-07 Number of dependent children.

B-08 Number of dependent relatives living with you (excluding children).

B-09 Your state of indebtedness
   (tick appropriate category)
   less than $10,000...
   $10,000 to $20,000...
   $20,000 to $30,000...
   $30,000 to $40,000...
   $40,000 to $50,000...
   $50,000 to $75,000...
   $75,000 to $100,000...
   over $100,000...

B-10 From what city/town were you recruited?

B-11 From which city/town did you seek to be discharged?

B-12 Please give some of the more important reasons for your seeking a discharge from that city/town.

B-13 Please indicate your allotted branch/corps/specialisation/category/mustering/trade after initial training.

B-14 Please indicate your allotted branch/corps/specialisation/category/mustering/trade at discharge.

B-15 Please indicate where your most important training took place.

B-16 Did you own your own home prior to discharge? If so where was this located?

Section C - Career and Employment

One of the major concerns for many as they move into civilian life from the ADF is the finding of suitable and compatible employment, or appropriate alternatives to full-time employment. This section asks you to trace your employment history and to reflect upon it.

C-01 Please indicate, by circling the appropriate number, the highest qualification you obtained whilst at Secondary School.

1. Secondary Schooling up to and including Year 10 (or its equivalent), but not Year 10 Leaving Certificate
2. Year 10 Leaving Certificate (or its equivalent)
3. Secondary Schooling up to and including Year 12 (or its equivalent), but not Year 12 Leaving Certificate
4. Year 12 Leaving Certificate (or its equivalent)
5. Entrance to University (or its equivalent)
6. Other (please specify)

C-02 Please list any qualifications studied for since leaving Secondary School. Include all trade, technician, academic, professional and para-professional qualifications in your list. Where any qualification is largely for military purposes, please give either the direct civilian equivalent or its entitlement to civilian credit.

<table>
<thead>
<tr>
<th>Date Undertaken</th>
<th>Qualification</th>
<th>Date awarded (if applicable)</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
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</tbody>
</table>

C-03 In what year did you finish Secondary School? 19__
C-04 How many full-time jobs did you have before joining the ADF?

C-05 Did you have any significant periods of unemployment (more than 30 days) prior to your joining the ADF?

<table>
<thead>
<tr>
<th>Year</th>
<th>Unemployed</th>
<th>Type of job finally obtained</th>
</tr>
</thead>
<tbody>
<tr>
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</tbody>
</table>

C-06 In reviewing those jobs/events held before you joined the ADF, would you list in order of importance, any critical or turning points which had a subsequent impact upon your entire career. These may include the acceptance or rejection of significant promotions; changes in career direction; changes in personal responsibilities - e.g., marriage; major changes due to health or accident; migration; interstate moves; anything which upon reflection had an impact on the direction/success or otherwise of your career.

C-07 What was the first full-time job you had after leaving Secondary School, and why did you choose that particular job?

C-08 How long did you hold that job for?
And why did you leave?

C-09 In what year did you join the ADF?

C-10 What were the major reasons for joining the ADF when you did? Please list them in order of importance.

C-11 How long did you serve for in the ADF (in total)?

C-12 In your career with the ADF, how many different postings did you have?

<table>
<thead>
<tr>
<th>0 - 6 months</th>
<th>6 months</th>
<th>12 months</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>6 - 12 months</td>
<td>more than 12 months</td>
</tr>
</tbody>
</table>

C-13 How many of these necessitated a change of residence?

C-14 In reviewing your Service Career, would you list the critical or turning points which subsequently had an effect on your career in the ADF. These may include significant postings; changes in career direction; being passed over for promotion; the rejection of promotion; changes in family and personal circumstances; anything which you believe markedly affected your Service Career for "good or bad". Give approximate dates where possible.

C-15 In reviewing your Service Career, rank the two most satisfying postings you ever had, giving the dates the postings were held for (approximately); brief description of the posting, and an indication of why these postings were satisfying to you. Give each a mark out of 20 for the degree of satisfaction the posting gave you.

Most Satisfying posting:
Reasons:

2nd Most Satisfying posting:
Reasons:

C-16 Would you please give a brief job description of the Most Satisfying position you held in the last five years before your discharge from the ADF.
C-17 What were some of the characteristics of the position that you found satisfying?

C-18 In comparison to the marks previously given how many marks out of 20, would you allocate to the position described in C-16 and C-17?
I would allocate it _____ marks out of a possible 20.

C-19 What were the major reasons for your leaving the ADF when you did? Please list them in order of importance.

C-20 Would you please give a brief overview of what you have done since your discharge from the ADF, in chronological order. Include all jobs/periods of unemployment/study/holidays etc.

C-22 What were some of the characteristics of this position that you found satisfying?

C-23 In comparison to the marks given to the postings previously mentioned, how many marks out of 20 would you give the position described in C-20 and C-21?
I would allocate it _____ marks out of a possible 20.

C-24 In what ways are the most satisfying position you held in the last five years before discharge from the ADF and the most satisfying civilian position held since discharge a) similar; b) different?
in work content, nature, conditions etc.

a) Similarities

b) Differences

C-25 What similarities and differences in the kinds of demands did each of the two positions place upon you (skills required; use of talents; etc.)?
Thinking about the most satisfying position held in the ADF within the five years to discharge (described in C-16 to C-18) and the most satisfying civilian position held to date (C-20 to C-22), would you please compare the two positions in relation to the listed qualities below?

Circle 1 if there is Very Great Advantage in favour of the ADF
2 if there is Great Advantage in favour of the ADF
3 if there is Some Advantage in favour of the civilian position
4 if there is no advantage either way
5 if there is Some Advantage in favour of the civilian position
6 if there is Great Advantage in favour of the civilian position
7 if there is Very Great Advantage in favour of the civilian position

If there is an advantage either way, would you please give a brief comment or details in the place provided.

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</thead>
<tbody>
<tr>
<td>C-26</td>
<td>Salary</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>C-27</td>
<td>Hours of Work</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>C-28</td>
<td>Responsibility</td>
<td></td>
<td></td>
<td></td>
<td></td>
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</tr>
<tr>
<td>C-29</td>
<td>Autonomy</td>
<td></td>
<td></td>
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<td></td>
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</tr>
<tr>
<td>C-30</td>
<td>Authority</td>
<td></td>
<td></td>
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<td></td>
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</tr>
<tr>
<td>C-31</td>
<td>Peer Support</td>
<td></td>
<td></td>
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<td></td>
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</tr>
<tr>
<td>C-32</td>
<td>Working Conditions</td>
<td></td>
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<tr>
<td>C-33</td>
<td>Friendships</td>
<td></td>
<td></td>
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<tr>
<td>C-34</td>
<td>Creativity</td>
<td></td>
<td></td>
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<td></td>
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<tr>
<td>C-35</td>
<td>Accountability</td>
<td></td>
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<tr>
<td>C-36</td>
<td>Security</td>
<td></td>
<td></td>
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<td></td>
<td></td>
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<tr>
<td>C-37</td>
<td>Promotion prospects</td>
<td></td>
<td></td>
<td></td>
<td></td>
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<tr>
<td>C-38</td>
<td>Being own boss</td>
<td></td>
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<tr>
<td>C-39</td>
<td>Prestige</td>
<td></td>
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<tr>
<td>C-40</td>
<td>Professional career</td>
<td></td>
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<tr>
<td>C-41</td>
<td>Helping Others</td>
<td></td>
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<tr>
<td>C-42</td>
<td>Challenging</td>
<td></td>
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<td></td>
<td></td>
</tr>
<tr>
<td>C-43</td>
<td>Freedom</td>
<td></td>
<td></td>
<td></td>
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<tr>
<td>C-44</td>
<td>Life Style</td>
<td></td>
<td></td>
<td></td>
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<td></td>
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<tr>
<td>C-45</td>
<td>Fringe benefits</td>
<td></td>
<td></td>
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<td></td>
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<tr>
<td>C-46</td>
<td>Variety</td>
<td></td>
<td></td>
<td></td>
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<td></td>
</tr>
<tr>
<td>C-47</td>
<td>Work with people not things</td>
<td></td>
<td></td>
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<tr>
<td>C-48</td>
<td>Knowing where you are in the hierarchy</td>
<td></td>
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<tr>
<td>C-49</td>
<td>Clearly defined tasks</td>
<td></td>
<td></td>
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<td></td>
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</tr>
<tr>
<td>C-50</td>
<td>Degree of role conflict</td>
<td></td>
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</tbody>
</table>

Below you will find a number of statements relating to life in the armed forces. Would you please tick the line at the point which best represents your reaction to the statement.

C-51 At the time of discharge/retirement (ignoring the age-for-retirement provisions), if you had been offered a further term, how certain would you have been about accepting the offer?

Very Certain

Very Certain to accept

Not to accept

C-52 Men coming into the ADF expect things from their future service life. How well would you say that your expectations had been met?

Much Better

Than Expected

Much Worse

Than Expected

C-53 If you were to accept a further term in the ADF, how would you feel about your chances of promotion?

Very

Unsatisfactory

Satisfactory

C-54 How satisfied were you with Service pay and conditions whilst you were in the ADF?

Very

Satisfied

Dissatisfied

C-55 To what extent did your training, etc in the ADF help you feel more capable of defending your country?

Not helped me

Helped me at all

C-56 How well do you think the Services are run?

Extremely

Well

Badly

C-57 Do you think you have improved and/or bettered yourself by being in the ADF?

Not at all

Very much so

C-58 In general how did you feel with life in the ADF?

Very

Dissatisfied

Satisfied

C-59 Upon reflection, if given the choice again, would you have entered the ADF or chosen another career?

Very certain

I would have joined up

C-60 To what extent do you think that the ADF fully utilised your training, experience and talents during the five years before your discharge?

Extremely

Poorly

Well
Prior to discharge, you would have had hopes or aspirations regarding the level at which you would want to enter the civilian work-force. Would you please place a tick in column C-61 for the level of position you aspired to, and a tick in column C-62 for the level of position actually obtained.

<table>
<thead>
<tr>
<th>Career Level</th>
<th>C-61</th>
<th>C-62</th>
</tr>
</thead>
<tbody>
<tr>
<td>Employed by others</td>
<td></td>
<td></td>
</tr>
<tr>
<td>a Unskilled</td>
<td></td>
<td></td>
</tr>
<tr>
<td>b Tradesman</td>
<td></td>
<td></td>
</tr>
<tr>
<td>c Technician</td>
<td></td>
<td></td>
</tr>
<tr>
<td>d Paraprofessional</td>
<td></td>
<td></td>
</tr>
<tr>
<td>e Clerical/sales</td>
<td></td>
<td></td>
</tr>
<tr>
<td>f Middle Management</td>
<td></td>
<td></td>
</tr>
<tr>
<td>g Professional</td>
<td></td>
<td></td>
</tr>
<tr>
<td>h Upper Management</td>
<td></td>
<td></td>
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<tr>
<td>Self-employed</td>
<td></td>
<td></td>
</tr>
<tr>
<td>a Unskilled</td>
<td></td>
<td></td>
</tr>
<tr>
<td>b Tradesman</td>
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<tr>
<td>c Technician</td>
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<td>d Paraprofessional</td>
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<td>e Clerical/sales</td>
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<td>f Middle Management</td>
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<tr>
<td>g Professional</td>
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<tr>
<td>h Upper Management</td>
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<tr>
<td>Retired</td>
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<td></td>
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<tr>
<td>Student</td>
<td></td>
<td></td>
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<tr>
<td>Unemployed</td>
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<tr>
<td>Domestic Duties</td>
<td></td>
<td></td>
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<tr>
<td>Other (please specify)</td>
<td></td>
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</tbody>
</table>

C-63 If you ticked different levels in the two columns, would you please briefly indicate the reasons for the difference.

In addition to your hopes/aspirations held prior to discharge relating to the level at which you would have hoped to enter the civilian labour force, it is likely that you had hopes/aspirations relating to the kind of work you would like to have entered. If you had aspirations in more than one category please rank order the categories - eg. 1=highest range; 2 the second highest range etc.

Tick or place ranks in column C-64 for your hopes/aspirations held prior to discharge, and tick column C-65 for the kind of work actually entered into after discharge.

<table>
<thead>
<tr>
<th>Career Area and Description</th>
<th>C-64</th>
<th>C-65</th>
</tr>
</thead>
<tbody>
<tr>
<td>OUTDOORS: any work which is carried on predominantly outside. eg. farming of all kinds; geologist; conservator; surveyor; etc.</td>
<td></td>
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</tr>
<tr>
<td>MECHANICAL/ELECTRICAL: any work which involves electronic equipment or machinery of any kind, eg. fitter; boiler maker; electrician; diesel mechanic; etc.</td>
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</tr>
<tr>
<td>COMPUTATIONAL: any work involving figures for example in accountancy; auditing; actuarial, computers. The emphasis more on computational skills rather than mere clerical activities</td>
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<tr>
<td>SCIENTIFIC: work involving laboratory or investigative activity in the physical and social sciences. Any activity requiring analytical skills</td>
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<tr>
<td>PERSUASIVE: occupations which include any work attempting to influence others to do or buy something. Sales work of any kind; real estate, politics, etc</td>
<td></td>
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</tr>
<tr>
<td>AESTHETICS: any work in the creative arts. Pottery, music, literature, art, composing, photography, library work</td>
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<tr>
<td>SOCIAL SERVICE: Concern for others' welfare including priests, social workers, personnel officers, church work, etc</td>
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<tr>
<td>CLERICAL: all work of a clerical nature including bank teller; book-keeper; receptionist; administration; public service</td>
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<tr>
<td>MEDICAL: Doctor, physician; dentist; vet and any work of a scientific/clinical orientation</td>
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<tr>
<td>OTHER: (Please specify)</td>
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</tbody>
</table>
If there was a discrepancy between the area of work you hoped to work in and the area of work in which you obtained employment, can you give an indication of what the reasons for this might have been.

Are you in receipt of a service pension? (tick appropriate category)

Yes ......

No .........

Prior to your discharge, what income excluding any DFRB pension from work did you hope to earn in relation to your Services income? (tick appropriate category)

Less than 70% of Services gross salary.................

70% - 90% of Services gross salary......................

90% - 110% of Services gross salary......................

110% - 130% of Services gross salary......................

130% or more of Services gross salary......................

In your first position after discharge what did you actually earn from work in relation to your Services income?

Less than 70% of Services gross salary.................

70% - 90% of Services gross salary......................

90% - 110% of Services gross salary......................

110% - 130% of Services gross salary......................

130% or more of Services gross salary......................

If there was a discrepancy between hoped for salary/income and salary actually received in first job, could you indicate what you think the reasons for this might have been.

What is your present salary in relation to C-69 (ignoring the effects of indexation). Circle appropriate number.

1. Significantly lower

2. Slightly lower

3. Same, more or less

4. Slightly higher

5. Significantly higher

Below is a list of factors which have been either helpful or a problem/hindrance in your search for employment upon discharge from the ADF.

Circle 1 if the factor was a Very Great Problem

Circle 2 if the factor was a Problem to you

Circle 3 if it was neither a problem nor a help

Circle 4 if the factor was a help in obtaining employment

Circle 5 if the factor was a Very Great Help to you

C-72 Recognition of ADF experience by employers

C-73 Recognition of ADF qualifications by employers

C-74 Recognition of ADF experience by unions

C-75 Recognition of ADF qualifications by unions

C-76 Recognition of ADF experience by State Licensing Authorities

C-77 Recognition of ADF qualifications by State Licensing Authorities

C-78 Your personal aspirations were too high

C-79 Your ADF status/rank

C-80 You were not qualified enough

C-81 Your age

C-82 You were too highly qualified

C-83 Your choice of resettlement locality

C-84 Inadequate resettlement assistance

C-85 Family needs: schooling, housing requirements, etc.

C-86 Your personal aspirations were too low

C-87 Factors within your personality

C-88 Your medical/health/fitness status

Other (please state)

C-89

C-90

1 2 3 4 5

1 2 3 4 5

1 2 3 4 5

1 2 3 4 5

1 2 3 4 5

1 2 3 4 5

1 2 3 4 5

1 2 3 4 5
In reviewing your responses to C-72 to C-90, would you please indicate
a) the two most severe barriers you encountered in your search for employment; and
b) the two most positive factors which you found extremely helpful in your search
for civilian employment. Would you please give examples of each.

C-91 The most severe barrier encountered was:

Reasons and example ________________________

C-92 The next most severe was:

Reasons and example ________________________

C-93 The most helpful thing was:

Reasons and example ________________________

C-94 The next most helpful thing was:

Reasons and example ________________________

C-95 Would you list some of the qualities which you believe you have, and
which have been sharpened up as a result of your ADF experience, and
which you believe ought to be capitalised upon and useful to civilian
employers. Include skills, training, and other attributes which you
possess in addition to personal qualities.

Below are a number of items, each of which contains two adjectives at each end
of a line. In each case please indicate where you believe you are in relation
to the two adjectives. A tick towards one end or other of the line indicates
that you believe that you possess that quality to a greater extent than its
opposite. A tick around the middle of the line indicates either uncertainty or
a neutral response.

List of Adjectives

I believe I am:

C-096 Competitive ___________________________ Non-competitive
C-097 Competent _____________________________ Incompetent
C-098 Inactive _______________________________ Active
C-099 Inconsiderate ___________________________ Considerate
C-100 A leader _______________________________ Not a leader
C-101 Self Respecting ___________________________ Self Debasind
C-102 Slow Thinking ___________________________ Quick Witted
C-103 A Warm Person ___________________________ Cold Person
C-104 Obstinate ______________________________ Flexible
C-105 Intelligent ______________________________ Unintelligent
C-106 Easy Going ______________________________ Hard Driving
C-107 Not Likeable _____________________________ Likeable
C-108 Firm ________________________________ Non-Firm
C-109 Irritating ________________________________ Pleasant
C-110 Well Organised ___________________________ Disorganised
C-111 Easy to Influence ________________________ Difficult to Influence
C-112 Hostile ________________________________ Friendly
C-113 Persistent ______________________________ Not Persistent
C-114 Attractive ______________________________ Unattractive
C-115 Intuitive ______________________________ Analytic
C-116 Weak ________________________________ Strong
C-117 Happy ________________________________ Sad
C-118 Deep _______________________________ Superficial
C-119 Somewhat Lazy ___________________________ Hard working
C-120 Dependable ______________________________ Unreliable
C-121 Interesting _____________________________ Boring
C-122 I am not at all confident about these ratings

I am very confident about these ratings

... ... ... ... ...

I am not at all confident about these ratings
In making the transition to civilian life, it is possible that you considered and used a number of resources in the family and community as a source of advice, assistance and so on. Below is a list of resources. Would you indicate the extent to which you used them by placing a tick in the appropriate box. Space is given at the end for you to indicate other resources considered, utilised, etc. but not in the original listing.

<table>
<thead>
<tr>
<th>Community/Other Resources Considered?</th>
<th>NO</th>
<th>YES</th>
</tr>
</thead>
<tbody>
<tr>
<td>D-01 Accountant</td>
<td></td>
<td></td>
</tr>
<tr>
<td>D-02 Lawyer</td>
<td></td>
<td></td>
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<tr>
<td>D-03 Family Doctor</td>
<td></td>
<td></td>
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<tr>
<td>D-04 Chaplain</td>
<td></td>
<td></td>
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<tr>
<td>D-05 Psychiatrist</td>
<td></td>
<td></td>
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<tr>
<td>D-06 Stock Broker</td>
<td></td>
<td></td>
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<tr>
<td>D-07 Banker</td>
<td></td>
<td></td>
</tr>
<tr>
<td>D-08 Counsellor</td>
<td></td>
<td></td>
</tr>
<tr>
<td>D-09 Careers Advisor</td>
<td></td>
<td></td>
</tr>
<tr>
<td>D-10 Same ranked colleagues</td>
<td></td>
<td></td>
</tr>
<tr>
<td>D-11 Relatives</td>
<td></td>
<td></td>
</tr>
<tr>
<td>D-12 Insurance Agent</td>
<td></td>
<td></td>
</tr>
<tr>
<td>D-13 Books/Library</td>
<td></td>
<td></td>
</tr>
<tr>
<td>D-14 Magazines</td>
<td></td>
<td></td>
</tr>
<tr>
<td>D-15 Spouse/Partner</td>
<td></td>
<td></td>
</tr>
<tr>
<td>D-16 Superior Officers</td>
<td></td>
<td></td>
</tr>
<tr>
<td>D-17 Business Acquaintances</td>
<td></td>
<td></td>
</tr>
<tr>
<td>D-18 Real Estate Agents</td>
<td></td>
<td></td>
</tr>
<tr>
<td>D-19 Commonwealth Employment Service</td>
<td></td>
<td></td>
</tr>
<tr>
<td>D-20 Family Friends (Sane sex)</td>
<td></td>
<td></td>
</tr>
<tr>
<td>D-21 Lower Ranked Personnel</td>
<td></td>
<td></td>
</tr>
<tr>
<td>D-22 Minister or Priest</td>
<td></td>
<td></td>
</tr>
<tr>
<td>D-23 Investment Analyst</td>
<td></td>
<td></td>
</tr>
<tr>
<td>D-24 Parents</td>
<td></td>
<td></td>
</tr>
<tr>
<td>D-25 Your Children</td>
<td></td>
<td></td>
</tr>
<tr>
<td>D-26 Television, Video-tapes</td>
<td></td>
<td></td>
</tr>
<tr>
<td>D-27 Family Friends (Opposite Sex)</td>
<td></td>
<td></td>
</tr>
<tr>
<td>D-28 Resettlement Seminar(s)</td>
<td></td>
<td></td>
</tr>
<tr>
<td>D-29 D.F.A.S.S.</td>
<td></td>
<td></td>
</tr>
<tr>
<td>D-30 Civil Schooling</td>
<td></td>
<td></td>
</tr>
<tr>
<td>D-31 S.V.E.T.S.</td>
<td></td>
<td></td>
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<tr>
<td>D-32 P.D.R.T.</td>
<td></td>
<td></td>
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<tr>
<td>D-33 Post Discharge Courses</td>
<td></td>
<td></td>
</tr>
<tr>
<td>D-34 Neighbours</td>
<td></td>
<td></td>
</tr>
<tr>
<td>D-35 Welfare Workers</td>
<td></td>
<td></td>
</tr>
<tr>
<td>D-36 Resettlement Officers</td>
<td></td>
<td></td>
</tr>
<tr>
<td>D-37 D.F.R.D.B. Officials</td>
<td></td>
<td></td>
</tr>
<tr>
<td>D-38 New Employer</td>
<td></td>
<td></td>
</tr>
<tr>
<td>D-39 Church</td>
<td></td>
<td></td>
</tr>
<tr>
<td>D-40 Rotary/Other Community Clubs/Lodges</td>
<td></td>
<td></td>
</tr>
<tr>
<td>D-41 Peers in civilian job</td>
<td></td>
<td></td>
</tr>
<tr>
<td>D-42 Department of Veterans Affairs</td>
<td></td>
<td></td>
</tr>
<tr>
<td>D-43 Newspapers</td>
<td></td>
<td></td>
</tr>
<tr>
<td>D-44 RSL and other Ex Servicemen's Associations</td>
<td></td>
<td></td>
</tr>
<tr>
<td>D-45 Other Voluntary Organisations</td>
<td></td>
<td></td>
</tr>
<tr>
<td>D-46 The &quot;old boy&quot; network...........</td>
<td></td>
<td></td>
</tr>
<tr>
<td>D-47 Other (please specify)..........</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

The community resources that you used and which were of value to you, will be required for the next few questions. Please use only the numbers of the resource concerned.
In considering your transition to civilian life as a whole, would you nominate the three most important sources of assistance, advice, etc. to you, in terms of: (you will need to refer to D-01 to D-47 on the previous page)

- quality of information received;
- quality of advice obtained;
- quality of the understanding received; caring; emotional support, etc.;
- quality of the practical help - how to do things - etc. received.

Rank the sources used from most important to least important of the three. Note that a resource could appear in more than one column. Just write in the number of the resource into the boxes below. These numbers refer to the resources listed from D-01 to D-47.

<table>
<thead>
<tr>
<th>(a) Information</th>
<th>(b) Advice</th>
<th>(c) Understanding</th>
<th>(d) Practical Help</th>
</tr>
</thead>
<tbody>
<tr>
<td>Most Important</td>
<td>(48)</td>
<td>(51)</td>
<td>(54)</td>
</tr>
<tr>
<td>2nd in importance</td>
<td>(49)</td>
<td>(52)</td>
<td>(55)</td>
</tr>
<tr>
<td>3rd in importance</td>
<td>(50)</td>
<td>(53)</td>
<td>(56)</td>
</tr>
</tbody>
</table>

...Again, using the numbers of the resources D-01 to D-47 which resource did you

D-60 a...use most frequently? .......... 
D-61 b...use most intensively? .......... 
D-62 c...use for the longest period of time? .......... 

D-63 Which was the most important resource for you in relation to your financial affairs? (Number from D-01 to D-47 only) .......... 

With regard to this resource what % of help or assistance you obtained could be categorised as:

D-64 a...informational help .......... 
D-70 b...advice .......... 
D-71 c...understanding .......... 
D-72 d...practical .......... 
D-73 e...other (please specify) .......... 

MUST ADD TO 100%
Below is a list of community organisations and activities which people tend to belong to or participate in for a variety of reasons. We would like to compare your pre- and post-discharge participation in these groups. If upon reflection you find differences would you please comment in the space provided.

Participation means at least, on average one attendance at meetings, functions and the like, per month. (Tick those boxes that are appropriate)

<table>
<thead>
<tr>
<th>Before Discharge</th>
<th>After Discharge</th>
</tr>
</thead>
<tbody>
<tr>
<td>Church or worship</td>
<td></td>
</tr>
<tr>
<td>D-71</td>
<td></td>
</tr>
<tr>
<td>School Committees of any kind</td>
<td></td>
</tr>
<tr>
<td>D-71</td>
<td></td>
</tr>
<tr>
<td>Service Organisations (Rotary/Lodges etc)</td>
<td></td>
</tr>
<tr>
<td>D-73</td>
<td></td>
</tr>
<tr>
<td>Community Cultural Groups (Drama/music/literary/film)</td>
<td></td>
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<tr>
<td>D-74</td>
<td></td>
</tr>
<tr>
<td>Sporting Groups/Clubs (Tennis, Squash/Athletics/Golf)</td>
<td></td>
</tr>
<tr>
<td>D-75</td>
<td></td>
</tr>
<tr>
<td>Community/local body affairs (service as councillor/alderman/J.P./etc)</td>
<td></td>
</tr>
<tr>
<td>D-76</td>
<td></td>
</tr>
<tr>
<td>Business Associations (Chambers of Commerce/Manufacturers Associations)</td>
<td></td>
</tr>
<tr>
<td>D-77</td>
<td></td>
</tr>
<tr>
<td>Professional Associations (engineers/accountants/unions etc)</td>
<td></td>
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<tr>
<td>D-78</td>
<td></td>
</tr>
<tr>
<td>Activities associated with your children (sport/music/ballet etc)</td>
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<tr>
<td>D-79</td>
<td></td>
</tr>
<tr>
<td>Ex Servicemen's Organisations</td>
<td></td>
</tr>
<tr>
<td>D-80</td>
<td></td>
</tr>
<tr>
<td>Clubs/hobbies/pursuits (photography, gardening)</td>
<td>Other (please specify)</td>
</tr>
<tr>
<td>D-81</td>
<td></td>
</tr>
<tr>
<td>D-82</td>
<td></td>
</tr>
<tr>
<td>D-83</td>
<td></td>
</tr>
</tbody>
</table>

If there has been any significant change in your community and leisure interests or participation in clubs, etc. following discharge, could you please indicate why this might be so.

D-84

Section E - Personal and Family Adaptation to Civilian Life

How important were the following in your decision to leave the Services when you did.

Circle 1 if very considerable influence
Circle 2 if of considerable influence
Circle 3 if of moderate influence
Circle 4 if slight influence only
Circle 5 if had no influence on decision
Circle N/A if ineligible or not appropriate

| E-01 | Effects of posting turbulence on your children's education |
|      | N/A 1 2 3 4 5 |
| E-02 | Your partner's attitude to the services |
|      | N/A 1 2 3 4 5 |
| E-03 | A desire to live in one location |
|      | N/A 1 2 3 4 5 |
| E-04 | Unattractiveness of future postings |
|      | N/A 1 2 3 4 5 |
| E-05 | Desire to obtain your DFRDB money now |
|      | N/A 1 2 3 4 5 |
| E-06 | Your promotion expectations unlikely to be met |
|      | N/A 1 2 3 4 5 |
| E-07 | Unattractiveness of likely future jobs |
|      | N/A 1 2 3 4 5 |
| E-08 | Non-use or mis-use of your professional skills |
|      | N/A 1 2 3 4 5 |
| E-09 | Desire to try your talents in a civilian environment |
|      | N/A 1 2 3 4 5 |
| E-10 | Belief that you cannot make any further worthwhile contribution to your Service |
|      | N/A 1 2 3 4 5 |
| E-11 | Dissatisfaction with Service personnel management |
|      | N/A 1 2 3 4 5 |
| E-12 | Frustration with efforts to achieve perceived Service objectives within current Defence organisational system |
|      | N/A 1 2 3 4 5 |
| E-13 | The attraction of possible higher income outside of outside of your Service |
|      | N/A 1 2 3 4 5 |
| E-14 | Desire to live in your own home |
|      | N/A 1 2 3 4 5 |
| E-15 | Dissatisfaction with Service housing |
|      | N/A 1 2 3 4 5 |
| E-16 | Better long term career prospects in a civilian job |
|      | N/A 1 2 3 4 5 |
| E-17 | Dissatisfaction with your current career path |
|      | N/A 1 2 3 4 5 |
| E-18 | Desire to try alternatives to full-time work |
|      | N/A 1 2 3 4 5 |
| E-19 | Desire to try yourself out in your own business |
|      | N/A 1 2 3 4 5 |
| E-20 | Other (please specify) |

1 2 3 4 5
Below are a list of events which occur and which may have occurred to you and to your family within the past five years. Would you please place a tick against those that occurred during 1984; last year; 1982, 1981 and 1980? You may put more than one tick in a column, if two events occurred during that period. Obviously, the same kind of event could have occurred in different years, in that case put a tick beside the event in the year column as appropriate.

<table>
<thead>
<tr>
<th></th>
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</thead>
<tbody>
<tr>
<td>E-21</td>
<td>Year of Discharge from the Armed Forces</td>
<td></td>
<td></td>
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<tr>
<td>E-22</td>
<td>Outstanding personal achievement</td>
<td></td>
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<tr>
<td>E-23</td>
<td>Foreclosure of loan/mortgage</td>
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<tr>
<td>E-24</td>
<td>Moved within the same town or to another town/city</td>
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<tr>
<td>E-25</td>
<td>Remodeled or built a new house</td>
<td></td>
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<tr>
<td>E-26</td>
<td>Change in living conditions</td>
<td></td>
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<tr>
<td>E-27</td>
<td>Taken on a major mortgage or purchase</td>
<td></td>
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<tr>
<td>E-28</td>
<td>Increase in arguments with partner or spouse</td>
<td></td>
<td></td>
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<tr>
<td>E-29</td>
<td>Married/divorced/separated/engaged/reconciled</td>
<td></td>
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<td></td>
<td></td>
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<tr>
<td>E-30</td>
<td>Improved relations with partner or spouse</td>
<td></td>
<td></td>
<td></td>
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<tr>
<td>E-31</td>
<td>Trouble with in-laws</td>
<td></td>
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<tr>
<td>E-32</td>
<td>Birth or adoption of child</td>
<td></td>
<td></td>
<td></td>
<td></td>
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<tr>
<td>E-33</td>
<td>New person moved into household</td>
<td></td>
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<tr>
<td>E-34</td>
<td>Child left home for any reason</td>
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<tr>
<td>E-35</td>
<td>Serious physical illness/injury or accident to you or family</td>
<td></td>
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<tr>
<td>E-36</td>
<td>Death of a close family member</td>
<td></td>
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<tr>
<td>E-37</td>
<td>Death of a close friend</td>
<td></td>
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<tr>
<td>E-38</td>
<td>Change in personal habits</td>
<td></td>
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<tr>
<td>E-39</td>
<td>Change in amount/type of recreation</td>
<td></td>
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<tr>
<td>E-40</td>
<td>Wanted/unwanted pregnancy</td>
<td></td>
<td></td>
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<td></td>
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<tr>
<td>E-41</td>
<td>Spouse/partner started or finished/changed work</td>
<td></td>
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<tr>
<td>E-42</td>
<td>Change to different type of work</td>
<td></td>
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<td></td>
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<tr>
<td>E-43</td>
<td>More/less responsibilities at work</td>
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<tr>
<td>E-44</td>
<td>Promotion/demotion</td>
<td></td>
<td></td>
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<tr>
<td>E-45</td>
<td>Business/expanded/failing</td>
<td></td>
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<tr>
<td>E-46</td>
<td>Intentional change in behaviour</td>
<td></td>
<td></td>
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</tr>
</tbody>
</table>

We should like to know if you have had any medical complaints and how your health has been in general during 1984. Please answer all questions by circled the answer which you think most nearly always applies to you. Please answer all questions.

During 1984 have you:

E-47 | been able to concentrate on whatever you are doing?
<table>
<thead>
<tr>
<th></th>
<th></th>
<th></th>
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<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>Better than usual</td>
<td>Same as usual</td>
<td>Less than usual</td>
<td>Much less than usual</td>
<td></td>
</tr>
</tbody>
</table>

E-48 | lost much sleep over worry?
<table>
<thead>
<tr>
<th></th>
<th></th>
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</tr>
</thead>
<tbody>
<tr>
<td>Not at all</td>
<td>No more than usual</td>
<td>Rather more than usual</td>
<td>Much more than usual</td>
</tr>
</tbody>
</table>

E-49 | felt that you are playing a useful part in things?
<table>
<thead>
<tr>
<th></th>
<th></th>
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</thead>
<tbody>
<tr>
<td>More so</td>
<td>Same as usual</td>
<td>Less useful than usual</td>
<td>Much less useful than usual</td>
</tr>
</tbody>
</table>

E-50 | felt capable of making decisions about things?
<table>
<thead>
<tr>
<th></th>
<th></th>
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<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>More so</td>
<td>Same as usual</td>
<td>Less so than usual</td>
<td>Much less capable</td>
</tr>
</tbody>
</table>

E-51 | felt constantly under strain?
<table>
<thead>
<tr>
<th></th>
<th></th>
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</tr>
</thead>
<tbody>
<tr>
<td>Not at all</td>
<td>No more than usual</td>
<td>Rather more than usual</td>
<td>Much more than usual</td>
</tr>
</tbody>
</table>

E-52 | felt that you couldn't overcome your difficulties?
<table>
<thead>
<tr>
<th></th>
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</tr>
</thead>
<tbody>
<tr>
<td>Not at all</td>
<td>No more than usual</td>
<td>Rather more than usual</td>
<td>Much more than usual</td>
</tr>
</tbody>
</table>

E-53 | been able to enjoy your normal day-to-day activities?
<table>
<thead>
<tr>
<th></th>
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</tr>
</thead>
<tbody>
<tr>
<td>More so</td>
<td>Same as usual</td>
<td>Less so than usual</td>
<td>Much less than usual</td>
</tr>
</tbody>
</table>

E-54 | been able to face up to your problems?
<table>
<thead>
<tr>
<th></th>
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</thead>
<tbody>
<tr>
<td>More so</td>
<td>Same as usual</td>
<td>Less able than usual</td>
<td>Much less able than usual</td>
</tr>
</tbody>
</table>

E-55 | been feeling unhappy and depressed?
<table>
<thead>
<tr>
<th></th>
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</tr>
</thead>
<tbody>
<tr>
<td>Not at all</td>
<td>No more than usual</td>
<td>Rather more than usual</td>
<td>Much more than usual</td>
</tr>
</tbody>
</table>

E-56 | been losing confidence in yourself?
<table>
<thead>
<tr>
<th></th>
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</thead>
<tbody>
<tr>
<td>Not at all</td>
<td>No more than usual</td>
<td>Rather more than usual</td>
<td>Much more than usual</td>
</tr>
</tbody>
</table>
E-57 Have you been thinking of yourself as a worthless person?

Not at all  No more  Rather more  Much more
than usual  than usual  than usual  than usual

E-58 Have you been reasonably happy all things considered?

More so  About same  Less so  Much less
than usual  than usual  than usual  than usual

Reflecting upon questions E47-E58, have there been times during the past five years when there have been marked deviations from your usual state of being? Indicate the letter concerned, the approximate date and briefly the reasons.

During the past five years - 1980, 1981, 1982, 1983, 1984 - have you: (Circle the most appropriate answer)

E-59 Suffered from hypertension?  yes  no
E-60 Suffered from ulcers?  yes  no
E-61 Suffered from arthritis?  yes  no
E-62 Been admitted to hospital for surgery?  yes  no
E-63 Suffered a serious accident?  yes  no
E-64 Suffered from coronary heart disease?  yes  no
E-65 Increased your weight by more than 3 kgs?  yes  no
E-66 Reduced your weight by more than 3 kgs?  yes  no
E-67 Increased the amount of your smoking?  yes  no
E-68 Decreased the amount of your smoking?  yes  no
E-69 Increased your level of physical activity?  yes  no
E-70 Decreased the level of your physical activity?  yes  no
E-71 Are you healthier now than you were in 1980?  yes  same  no
E-72 Are you fitter now than you were in 1980?  yes  same  no
E-73 Are you happier in yourself now than you were five years ago?  yes  same  no
E-74 Drinking more than you were in 1980?  yes  same  no

E-75 Reflecting on the above questions, have there been any reasons for any marked deviations in your health status over the past five years?

E-76 What in retrospect are some of the things you miss most about the whole experience of being in the ADF?

E-77 What are the most important pieces of advice you would give to a person contemplating leaving the ADF which you believe may be helpful in making the transition to civilian life?

E-77a How that you are discharged, how would you characterise your present overall behaviour in relation to your service background and experience? Please circle the appropriate number.

Vary much  Not at all
so

Have you rejected your service background?  1  2  3  4  5
Have you abandoned your service background?  1  2  3  4  5
Do you oscillate between military and civilian ways of thinking and behaving?  1  2  3  4  5
Have you tried to fuse or meld the military experience into your civilian life?  1  2  3  4  5
Have you tried to impose military ways into your civilian life?  1  2  3  4  5
The shift to civilian life by itself could be called a major change. Since leaving the forces have you been conscious of any other changes which you have intentionally made within your life? Here are some areas in which people sometimes change intentionally.

Circle A if the change was huge, enormous or of central importance in your life
Circle B if the change was fairly large and important
Circle C if the change was of some relevance and importance in your life
Circle D if the change was small, trivial, pretty unimportant
Circle E if there was no intention to change in this area whatsoever

| E-78 | Body, health, appearance, fitness relaxation |
| E-79 | knowledge of the world, history, psychology (knowledge etc - for it's own sake) |
| E-80 | personal finances, property, possessions |
| E-81 | marriage, family relationships, separation |
| E-82 | home and car maintenance, decorating, furniture |
| E-83 | enjoyable activities (e.g. social activities, travel, crafts, art, theatre, music, sport) |
| E-84 | residence, living arrangements |
| E-85 | goals and values |
| E-86 | psychic awareness, expanded consciousness, ultimate reality |
| E-87 | spiritual and religious understanding, relationship to God and to the world |
| E-88 | voluntarily helping others, making a contribution |
| E-89 | human relationships, emotions, self-perceptions, self-confidence |
| E-90 | change through a group course, person, kit, or TV program |
| E-91 | lifestyle, activities, circle of friends |
| E-92 | the meaning and purpose of life |
| E-93 | managing one's time and life, the balance of various activities |
| E-94 | reduce some psychological problem, emotional difficulty or habit |
| E-95 | reduce male-female stereotyping |
| E-96 | reading speed, writing or speaking ability, problem-solving or other basic skill |

| E-97 | job, responsibilities, income |
| E-98 | education or training |
| E-99 | begin, end or change a close relationship |
| E-100 | assertiveness, authenticity, spontaneity |
| E-101 | wisdom, understanding, empathy, caring |
| E-102 | Other, please specify |

| E-103 | Other, please specify |

| E-104 | What has been the biggest change in you as a result of your leaving the ADF? |

| E-105 | What would have been the biggest change in you that your family would have noticed in you since your leaving the ADF? |

| E-106 | Would you please outline some of the goals/hopes/aspirations/objectives that you have for the next five years. |

| E-107 | In looking forward to the next five years, are there any Intentional Changes you would like to make? Would you please list those - you may care to refer back to the list of intentional changes previously given. |
_E-108_ What might be some of the factors that would prevent you reaching the objectives in _E-106_ or making those intentional changes in _E-107_?

Below are a number of sets of statements relating to luck, fate, chance and so on. In each pair tick the one which best represents your view (or the alternative which is least incorrect for you).

_E-109a_ Children get into trouble because their parents punish them too much

_E-109b_ The trouble with most children nowadays is that their parents are too easy on them

_E-110a_ Many of the unhappy things in a person's life are partly due to bad luck

_E-110b_ People's misfortunes result from the mistakes that they make

_E-111a_ One of the major reasons we have wars is because people don't take enough interest in politics

_E-111b_ There will always be wars no matter how hard people try to prevent them

_E-112a_ In the long run people get the respect they deserve in this world

_E-112b_ Unfortunately, an individual's worth often passes unrecognized no matter how hard he tries

_E-113a_ The idea that teachers are unfair to students is nonsense

_E-113b_ Most students do not realize the extent to which their grades are influenced by accidental happenings

_E-114a_ Without the right breaks one cannot be an effective leader

_E-114b_ Capable people who fail to become leaders have not taken advantage of their opportunities

_E-115a_ No matter how hard you try some people just don't like you

_E-115b_ People who can't get others to like them don't understand how to get along with others

_E-116a_ Heredity plays the major role in determining one's personality

_E-116b_ It is one's experiences in life which determine what they're like

_E-117a_ I have often found that what is going to happen does happen

_E-117b_ Trusting to fate has never turned out as well for me as making a decision to take a definite course of action

_E-118a_ In the case of the well prepared student there is rarely ever such a thing as an unfair test

_E-118b_ Many times exam questions tend to be so unrelated to course work, that studying is really useless

_E-119a_ Becoming a success, is a matter of hard work; luck has little or nothing to do with it

_E-119b_ Getting a good job depends mainly on being in the right place at the right time

_E-120a_ The average citizen can have an influence in government decisions

_E-120b_ The world is run by the few people in power, and there is not much the little guy can do about it

_E-121a_ When I make plans, I am almost certain I can make them work

_E-121b_ It is not always wise to plan too far ahead because many things turn out to be a matter of good or bad fortune anyhow

_E-122a_ There are certain people who are just no good

_E-122b_ There is some good in everybody

_E-123a_ In my case getting what I want has little or nothing to do with luck

_E-123b_ Many times we might just as well decide what to do by tossing a coin

_E-124a_ Who gets to be the boss often depends on who was luck enough to be in the right place first

_E-124b_ Getting people to do the right thing depends upon ability luck has little or nothing to do with it
E-125a As far as world affairs are concerned, most of us are the
victims of forces we can neither understand nor control
E-125b By taking an active part in political and social affairs
the people can control world events
E-126a Most people do not realise the extent to which their lives
are controlled by accidental happenings
E-126b There is really no such thing as "luck"
E-127a One should always be willing to admit one's mistakes
E-127b It is usually best to cover up one's mistakes as far as
is possible
E-128a It is hard to know whether or not a person really likes you
E-128b How many friends you have depends upon how nice a person you
are
E-129a In the long run the bad things that happen to us are
balanced by the good ones
E-129b Most misfortunes are the result of lack of ability, ignorance,
laziness or all three
E-130a With enough effort we can wipe out political corruption
E-130b It is difficult for people to have much control over the
things politicians do in office
E-131a Sometimes I can't understand how teachers arrive at the grade
they give
E-131b There is a direct connection between how hard I study and
the grades that I've got
E-132a A good leader expects to decide for themselves what it is
they should do
E-132b A good leader makes it clear to everybody what their jobs are
E-133a Many times I feel that I have little influence over the
things that happen to me
E-133b It is impossible for me to believe that chance or luck
plays an important role in my life
E-134a People are lonely because they don't try to be friendly
E-134b There's not much use in trying too hard to please people, if
they like you, they like you
E-135a There is too much emphasis on athletics at high school
E-135b Team sports are an excellent way to build character
E-136a What happens to me is my own doing
E-136b Sometimes I feel that I don't have enough control over the
direction my life is taking
E-137a Most of the time I can't understand why politicians behave
the way they do
E-137b In the long run the people are responsible for bad
government on a national as well as a local level

Section F - Resettlement and other matters
In your transition to civilian life, have you encountered any of the following? Circle the number which best approximates your experience. N/A = not applicable to you.

<table>
<thead>
<tr>
<th>#</th>
<th>Description</th>
<th>Very much so</th>
<th>Not at all</th>
</tr>
</thead>
<tbody>
<tr>
<td>F-01</td>
<td>Reduction in personal status</td>
<td>1 2 3 4 5</td>
<td>N/A</td>
</tr>
<tr>
<td>F-02</td>
<td>Reduction in disposable income</td>
<td>1 2 3 4 5</td>
<td>N/A</td>
</tr>
<tr>
<td>F-03</td>
<td>Reduction in living standards</td>
<td>1 2 3 4 5</td>
<td>N/A</td>
</tr>
<tr>
<td>F-04</td>
<td>Difficulty in adapting to union requirements</td>
<td>1 2 3 4 5</td>
<td>N/A</td>
</tr>
<tr>
<td>F-05</td>
<td>Marital difficulties</td>
<td>1 2 3 4 5</td>
<td>N/A</td>
</tr>
<tr>
<td>F-06</td>
<td>Problems with your children adapting</td>
<td>1 2 3 4 5</td>
<td>N/A</td>
</tr>
<tr>
<td></td>
<td><strong>Difficulties in</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>F-07</td>
<td>Gaining employment</td>
<td>1 2 3 4 5</td>
<td>N/A</td>
</tr>
<tr>
<td>F-08</td>
<td>Obtaining business loans</td>
<td>1 2 3 4 5</td>
<td>N/A</td>
</tr>
<tr>
<td>F-09</td>
<td>Obtaining Agricultural loans</td>
<td>1 2 3 4 5</td>
<td>N/A</td>
</tr>
<tr>
<td>F-10</td>
<td>Obtaining a loan from the Defence Service Homes Fund</td>
<td>1 2 3 4 5</td>
<td>N/A</td>
</tr>
<tr>
<td>F-11</td>
<td>Access to compensation</td>
<td>1 2 3 4 5</td>
<td>N/A</td>
</tr>
<tr>
<td>F-12</td>
<td>Access to Repatriation</td>
<td>1 2 3 4 5</td>
<td>N/A</td>
</tr>
</tbody>
</table>
What three pieces of advice would you give to those contemplating leaving the ADF concerning the kinds of strategies to use in looking for suitable employment?

F-13 1. __________________________________________

F-14 2. __________________________________________

F-15 3. __________________________________________

Which of the following methods of looking for a job did you use? And which did you find useful in getting interviews?

<table>
<thead>
<tr>
<th>Method</th>
<th>Very Useful</th>
<th>Not at all Useful</th>
<th>Not Used</th>
</tr>
</thead>
<tbody>
<tr>
<td>Written responses to newspaper advertisements</td>
<td>1</td>
<td>2</td>
<td>3</td>
</tr>
<tr>
<td>Verbal responses to newspaper advertisements</td>
<td>1</td>
<td>2</td>
<td>3</td>
</tr>
<tr>
<td>Personal appearance response to newspaper advertisements</td>
<td>1</td>
<td>2</td>
<td>3</td>
</tr>
<tr>
<td>&quot;Door-knocking&quot; on firms that interest you</td>
<td>1</td>
<td>2</td>
<td>3</td>
</tr>
<tr>
<td>&quot;Circular&quot; letters to firms that interest you</td>
<td>1</td>
<td>2</td>
<td>3</td>
</tr>
<tr>
<td>Telephoneing seeking interviews</td>
<td>1</td>
<td>2</td>
<td>3</td>
</tr>
<tr>
<td>Use of Commonwealth Employment Service</td>
<td>1</td>
<td>2</td>
<td>3</td>
</tr>
<tr>
<td>Use of Professional Employment Agency</td>
<td>1</td>
<td>2</td>
<td>3</td>
</tr>
<tr>
<td>Use of a C.V. writer</td>
<td>1</td>
<td>2</td>
<td>3</td>
</tr>
<tr>
<td>Personal &quot;old boy&quot; network</td>
<td>1</td>
<td>2</td>
<td>3</td>
</tr>
<tr>
<td>Friends</td>
<td>1</td>
<td>2</td>
<td>3</td>
</tr>
</tbody>
</table>

What % if any is being paid for by your employer, or funded from other sources?

Give approximate cost of this study $ __________

Have you undertaken any study/training since your discharge? Please indicate the reasons for undertaking further study/training/etc.

Nature of Study: __________________________________________
Reasons: __________________________________________

Give approximate cost of this study $ __________

If you attended a Resettlement Seminar would you please respond to the following questions.

Would you please give the year in which you attended a Resettlement Seminar? If you attended more than one, give all the dates, and if you attended one, write in 0; if not applicable to you, write N/A.

---

Very Useful 1 2 3 4 5 6 7 Not at all useful
F-36 How useful was the Seminar in helping you develop good job search strategies?

Very Useful 1 2 3 4 5 6 7 Not at all

F-37 How useful was the Seminar in helping you subsequently to adjust to a civilian work role?

Very Useful 1 2 3 4 5 6 7 Not at all

F-38 How useful was the Seminar in helping you to adjust to civilian life as a whole?

Very Useful 1 2 3 4 5 6 7 Not at all

F-39 How useful was the Seminar in alerting you to some of the problems associated with the movement to civilian life?

Very Useful 1 2 3 4 5 6 7 Not at all

F-40 How useful was the Seminar in raising the possibilities and hazards related to Small Business Management?

Very Useful 1 2 3 4 5 6 7 Not at all

F-41 How useful was the Seminar in bringing to your attention benefits and entitlements available to you?

Very Useful 1 2 3 4 5 6 7 Not at all

F-42 In the Seminar(s) that you attended, which were the three most useful topics/discussions/presentations?

1. 

2. 

3. 

F-43 With the benefit of hindsight, and related to your transition experience, are there any topics you would think essential or worthwhile considering for future Seminars?

1. 

2. 

3. 

F-44 With the benefit of your shift into civilian life, were there topics, etc. presented in your Seminar which you now consider of doubtful value, which perhaps, should be dropped and that time made available for other things?

1. 

2. 

3. 

F-45 Have you any comments on ways of improving Resettlement Seminars?

Would you please respond to the following statements about the Resettlement Seminars.

If you Strongly Agree with the statement circle 1;
If you Agree, circle 2; if Unsure/Uncertain circle 3;
If you Disagree with the statement, circle 4; and if you Strongly Disagree, circle 5.

F-46 Resettlement Seminars should be made compulsory for all those eligible 1 2 3 4 5

F-47 In the Seminars, there should be more time for discussion and less time on formal lectures 1 2 3 4 5

F-48 More time should be devoted to workshop activities e.g. interviewing techniques/job applications/writing C.V.'s, etc. 1 2 3 4 5

F-49 There should be more specialist seminars, where the focus could be on specific topics - taxation and investment; job search techniques; etc. 1 2 3 4 5

F-50 Three day seminars are too long 1 2 3 4 5

F-51 Wives/partners should be allowed to attend Resettlement Seminars 1 2 3 4 5

F-52 Retirees and any others who have definite jobs to go to should not be allowed to go to Seminars 1 2 3 4 5

F-53 Those about to leave the ADF should be allowed to go to more than one seminar 1 2 3 4 5

F-54 There should be a Seminar offered after 15 years Service to promote orientation and thinking about what it means to leave the ADF, etc. 1 2 3 4 5
What kinds of Pre-Discharge Resettlement Training (PORT) did you undertake? Briefly outline the training undertaken; where, for how long and its use to you in your eventual employment?

Nature of Training:

Where and for how long?

How useful?

How could it have been improved?

Circle the number which best represents your view as to the best time that resettlement seminars should be offered:

Resettlement seminars should be made available to all who have completed:

Voluntary? Compulsory?

1. 12 years service
2. 15 years service
3. 18 years service
4. 20 years service
5. 25 years service

We would like to thank you very much for completing the questionnaire. If you would like a copy of the basic results from the survey please write in your name and address in the space below.

The second phase of the project consists of personal interviews. In the interviews it is hoped to explore much more deeply and meaningfully the transition experience. You will appreciate that questionnaire format precludes this.

If you would like to participate further in this project would you please add your phone number:

Your participation in this project to date is gratefully acknowledged and appreciated.

Please put this questionnaire in the stamped, addressed envelope and post it back to us as soon as possible - thank you.