

## Communicate With Co-Workers

- Talk with colleagues, supervisors and peers to learn of changes and help you understand the rationale for changes in the work center.
- Don't be critical of your co-workers or the decisions that were made while you were deployed. You may not like some of the things that have occurred, but you will be expected to conform to the new ways of doing business and move on. Criticizing things you cannot change only serves to cause feelings of resentment in the workplace.
- Co-workers may feel they weren't part of the "real" mission. Let them know how important they were to take on the additional workload in your absence.
- Remind yourself that your deployment was another time and place. It is important to live in the "here and now."



## Encountering Resentment

- *From their perspective*, your co-workers assumed an arduous workload while you were deployed. Now that you've been gone for several weeks or months, perhaps you're going to take time off work just when they want you to come back to start "pulling your weight" again!
  - *From your perspective* it makes perfect sense that you're entitled to some time off. You've worked long hours, to include weekends and holidays. You've endured the challenges associated with functioning in a deployed environment, and you've been away from your family and friends.
- The concern here is not whose perception is "right" or whose perception is "wrong." The concern is simply that you be prepared for the possibility that you may encounter some resentment when you return to work.



## How to Deal With Resentment

- Don't give your co-workers a piece of your mind about how unfair they are acting. This might temporarily relieve your hurt and anger as you "set them straight", but ultimately will not help.
- A more helpful response could be something like this: *"You're entitled to your point of view. If I were in your position, I might see it that way too. I appreciate the work you did to cover for all of us who were deployed."*
- Resist the temptation to entertain your co-workers with "deployment war stories." They may be interested in hearing about your experiences, but once they've reached their "saturation point," it's time to shift the conversation to another topic.
- Be quick to show your interest in hearing about the things they have encountered during your deployment.

## Staff Turnover

- While you were gone, some military members departed and others arrived.
- In terms of the newcomers, you, along with them, are equally unknown to each other.
- Establish a rapport with new staff members, especially if you are in a supervisory role.
- Also, you'll need to learn to work together effectively as a new team.

## Community Resources

If you feel like you are having trouble coping with adjustment, contact one of the agencies listed below.

- ◆ **Mental Health**  
Crisis Intervention  
Stress Management
- ◆ **Family Advocacy**  
Prevention program  
New Parents Support Program  
Consultation and Referral
- ◆ **Airman & Family Readiness Center**  
Financial Counseling  
Air Force Aid Society/Give Parents A Break  
Personal and Worklife Education  
Military Family Life Consultants
- ◆ **Chapel**  
Counseling Sessions  
Marriage Enrichment
- ◆ **Youth Center**  
Child and Youth Behavioral Military Family Life Counselors
- ◆ **DoDDS Counselors**

## Web Resources

[www.deploymentconnections.org](http://www.deploymentconnections.org)  
[www.militarychild.org](http://www.militarychild.org)  
[www.hooah4health.com](http://www.hooah4health.com)  
[www.militaryonesource.com](http://www.militaryonesource.com)  
[www.usuhs.mil/psy/courage.html](http://www.usuhs.mil/psy/courage.html)

**HQ USAF Caring for People  
Airman and Family Services Division  
201 12th Street South, Suite 413  
Arlington, VA 22202-4306**



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## Coming Home Reintegration & Work

