



Service Members' Intangible Skills: A Primer

“Valued Skills” the Military builds include Leadership, Organization, Team Building, Problem Solving, and Decision Making

Rank	E-4	E-5	E-6	E-7	E-8	E-9
Years in Military and Age	4 20-22 years old	6-8 23-26 years old	8-12 27-31 years old	12-16 32-35 years old	16-20 36-38 years old	20-plus 38 + years old
Values and Personal Attributes Developed in Training	<ul style="list-style-type: none"> • Teamwork • Ethics • Self-discipline • Self-confidence • Tactical • Competence 	<ul style="list-style-type: none"> • Perform under pressure • Responsibility 	<ul style="list-style-type: none"> • Disciplined approach to work • Perform in high stress environment • Make tougher decisions 	<ul style="list-style-type: none"> • Intense sense of mission and discipline 	<ul style="list-style-type: none"> • Strong work ethic • Enhanced problem solving skills • Communication skills 	<ul style="list-style-type: none"> • Think and act strategically • Give direction to achieve mission
Leadership Skills Received in Training	<ul style="list-style-type: none"> • Knowledge and skills to be a successful small unit leader 	<ul style="list-style-type: none"> • Accountable for squad's health and readiness • How to provide training 	<ul style="list-style-type: none"> • Expected to provide counseling and directive/corrective communications to subordinates 	<ul style="list-style-type: none"> • Operational planning • Project management 	<ul style="list-style-type: none"> • How to lead in high stress environments • How to advise and counsel subordinates • How to interact with higher levels of leadership 	<ul style="list-style-type: none"> • How to lead complex, global organizations in a matrixed environment • Supervisor and managerial skills
Size of Group the Member Leads	Fire Team/Squad: 8 – 12 people	Squad/Section: 13 – 25 people	Platoon: 26 – 55 people	Company Level: 80 - 120 people	Company to Battalion Level: 150 - 300 people	Battalion or Regiment: 300+ people
Sample Courses	NCO Course	Sergeant's Course	Career Course	Advance Course	Master/First Sergeant Seminar	Sergeant Major's Academy/Senior Enlisted Course

Valued Traits instilled in the Military: Loyalty, Perseverance, and Resilience



Military Fields and Civilian Equivalents: A Primer

Combat Arms/Special Forces	→	Planning, Leadership, Management
Human Resources	→	Personnel
Intelligence	→	Market Research, Business Development
Operations and Plans	→	Training, Operations Management
Logistics	→	Purchasing, Supply Chain Management
Technical Communications	→	Information Technology, Electronic Communications
Comptroller	→	Accounting, Financial Planning
Medical	→	Medicine
Engineering	→	Engineering, Construction, Heavy Equipment, Demolition
Judge Advocate	→	Legal
Installation Management	→	Facilities Management