YELLOW RIBBON REINTEGRATION PROGRAM®

Renegotiating a New Normal After Deployment

Facilitator Guide

FOR THOSE WHO SERVE AND THOSE WHO SUPPORT

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Renegotiating a New Normal After Deployment

Facilitator Note:

The following two symbols are used as indicators:
💻 (computer) indicates it is time to advance the slide on the associated PowerPoint;
✋ (hand) indicates there is an exercise associated with the content.

*Essential class content is noted in **bold**.*

All class handouts are available for download on the YRRP website at www.yellowribbon.mil/cms/event-handout. Unless otherwise specified as online only in the Materials section below, all handouts should be printed for distribution to class participants.

Given the importance of completing high-priority tasks and the proximity to resource providers, consider allowing the class to break early once content has been covered so participants can complete tasks on their to-do list.

Class Description:

This class covers the administrative areas that need to be addressed when renegotiating a new normal after deployment and provides time for attendees to start developing a plan for successful reintegration.

Stage:

Post-deployment

DoDI:

1342.28 DoD Yellow Ribbon Reintegration Program (YRRP)

The content of this class has been developed for the Department of Defense Yellow Ribbon Reintegration Program and is managed by the Clearinghouse for Military Family Readiness at Penn State.

Audience:

YRRP attendees

Time:

45 minutes

Equipment:

- Projector
- Laptop
- Pens

Materials:

- Facilitator Guide
- Core Material Checklist
- PowerPoint Presentation
  1. Renegotiating a New Normal After Deployment
  2. Objectives
  3. Communication Is the Key
  4. Creating a New Normal
  5. Legal and Administrative Considerations
  6. Medical and Dental Considerations
  7. Financial Considerations
  8. Job Considerations
  9. Daily Life
  10. Co-Parenting
  11. Resources
  12. Review of Objectives
  13. Renegotiating a New Normal After Deployment
- Handouts
  1. New Normal To-Do List

Exercise:

1. Working on Your To-Do List
2. Priorities for a New Normal

Objectives:

After completing this class, participants will be able to do the following:

1. Identify legal, medical and dental, financial, employment, and family adjustments to establish a new normal.
2. Identify resources available to assist Service members and their families with the transition to civilian life.

Introduction

SHOW Slide 1: Renegotiating a New Normal After Deployment

Facilitator Note:

Introduce yourself as the facilitator. State your name, military experience or affiliation, and perhaps one additional brief bit of relevant personal information that establishes your credibility (i.e., your professional training or experience).

Please limit your personal introduction to no more than 2 minutes to maximize the time attendees are able to engage with course content, practice skills, and participate in self-reflection activities.

Handout 1 will be referenced.

Before deployment, you probably made various preparations. You considered legal, medical and dental, and financial options; reassured your children and family members; and prepared your family for emergencies and possible job-related issues. Now, the deployment is over, and many changes may have occurred.

PAUSE for a show of hands after each question.

How many of you are returning from your first deployment?

Your second or more?

How many of you are spouses of Service members?

How many of you are parents, siblings, or friends?

How many of you have children living at home?

We are going to look at what it takes to negotiate a new normal. **Handout 1: New Normal To-Do List** is something you can use to note the areas you may need to renegotiate.

SHOW Slide 2: Objectives

After completing this class, participants will be able to do the following:

1. **Identify legal, medical and dental, financial, employment, and family adjustments to establish a new normal.**

2. **Identify resources available to assist Service members and their families with the transition to civilian life.**

SHOW Slide 3: Communication Is the Key

Negotiation is a formal discussion between people who are trying to reach an agreement (Merriam-Webster, n.d.); renegotiation means to negotiate again. You may be thinking, “We have been married a long time, we do not need to renegotiate. Things were working fine before.” Maybe, you’re thinking, “I have always worked at my company with the same people and never had a problem.” Perhaps, you’re thinking, “I know my friends, and they know me. Things have not changed.” **But, life continues during deployment. Changes take place, and everyone has new experiences. As you adjust to the deployment being over, there are many areas that will need to be renegotiated.** So, remember to communicate!

Communication may be awkward at first. Service members, family, friends, and co-workers have had different experiences for the length of the deployment. **It takes time to reestablish shared experiences and common frames of reference**, and that is fine (Chandra et al., 2011; Lester et al., 2012; Sayer et al., 2010; Sayer et al., 2011). Everyone should be truthful and respectful while sharing feelings. Use communication skills to work through arguments if they arise (Carroll et al., 2013; Sayer et al., 2010; Sayer et al., 2011). During these times, remember that communication involves listening to other people’s concerns in addition to expressing your own.

We often do not pay attention to information we believe is not important or necessary (Jonas et al., 2001; Mynatt et al., 1977; Nickerson, 1998). What problems could this cause in our communications?

PAUSE for responses.

Do you think that sometimes you ignore information that really is important and critical?

PAUSE for responses.

Being aware of how you might ignore or filter out certain bits of information may help you avoid doing this in your communications.

As you start to reconnect with each other, remember to be truthful. If something is bothering you, it should be addressed before it grows into resentment or frustration. Sometimes, the truth hurts, but honesty does not have to be brutal. **It is possible to speak the truth in a kind and caring manner if you respect the other person** (Carroll et al., 2013).

Do you think people have the natural tendency, even if it is often unconscious, to

immediately reject another's perspective when that viewpoint differs from their own?

PAUSE for agreement.

How might this affect communication?

PAUSE for responses.

Often, the context in which we see things can make them appear to be different (Clark & Krych, 2004; Ng et al., 2019). Can this same concept be true concerning your communications with others?

PAUSE for agreement.

Sometimes, our perception of others may be based on what we think we are seeing or hearing from them. Whether you are a Service member or a loved one, there is a need to be aware that **being critical, defensive, impatient, evasive, or engaging in disrespectful behavior interferes with communication** (Carroll et al., 2013; Knobloch et al., 2016).

Would you agree that it is important to respect the other person's viewpoint?

PAUSE for agreement.

Respecting another's perspective does not mean you agree with that person's view. However, if you consider and value someone else's perspective, you create an atmosphere conducive to effective communication (Clark & Krych, 2004; Ng et al., 2019).

During reintegration, Service members and family members may experience a wide range of emotions and symptoms that include fear, nervousness, irritability, worry, frustration, joy, anger, confusion, fatigue, mood swings, and sleep difficulties (DeVoe & Ross, 2012; Khaylis et al., 2011; Sayer et al., 2011; Sayers et al., 2009). You should talk with a loved one about the feelings you are experiencing. **By communicating, you may help reestablish intimacy and your connection to each other** (Lester et al., 2012). However, **if you think these feelings are out of your control, it is wise to seek the help of a chaplain, physician, or counselor**.

As you reintegrate, remember to be aware that disagreements may arise. **Try to resolve disagreements by first asking questions and seeking clarification instead of getting angry based on your initial appraisal of the situation, which may be inaccurate** (American Psychological Association, 2014; Cyr, 2004).

Again, communication is important for successful renegotiation and reintegration. Making an active effort and putting time and energy into the process may help create a

smoother reintegration experience (Carroll et al., 2013; Lester et al., 2012). What are some areas that you think may need to be renegotiated?

PAUSE for responses.

SHOW Slide 4: Creating a New Normal

Renegotiation may be necessary in many different areas: legal, medical and dental, financial, employment, daily life, and co-parenting. Let's take a closer look at each of these topics.

Considerations for a New Normal

SHOW Slide 5: Legal and Administrative Considerations

EXERCISE 1: Working on Your To-Do List

Facilitator Note:

Handout 1 will be used. The purpose of this exercise if for participants to make note of items that need to be addressed on the handout. This exercise will be ongoing throughout the class. After working on their to-do list, encourage participants to spend any remaining class time completing the items listed.

We want this class to offer you information related to items you may have or want to have on your to-do list and opportunities to get things checked off of your to-do list. As we discuss potential items to add to your to-do list, make note of the items you may need to address on **Handout 1**.

Check with your local Judge Advocate General (JAG) Office to assist you in updating any legal documents.

Wills

If you prepared a will prior to deployment, you may need to make some updates now that the deployment is over. If you did not prepare a will before deployment, you should consider making one now. **Should you die without a will, the state in which you live will determine where your assets will go.** You will not have any say regarding what happens to your assets. Regardless of the size, nature, or extent of your estate, everyone should consider having a skillfully prepared will that carries out your wishes.

Power of Attorney (POA)

Did you create a POA for someone to take care of your affairs while you were deployed? Consider all the potential POAs (e.g., general, specific, medical) that you may have given to another person. **Since a POA is a legal way to allow someone to act on your behalf, be sure to decide if the POAs you created are still necessary or if you need to revoke them**.

Defense Enrollment Eligibility Reporting System (DEERS) and Identification (ID) Cards

At this time, it is also important to verify that the DEERS information for your family members is updated. **Check the expiration date of all ID cards**. While you were deployed, your dependents had an orange/brownish ID card indicating that you were on Active Duty for more than 30 days. Dependents will receive pink ID cards when you return to Reserve status.

Now, let's look at some medical and dental considerations you may need to renegotiate.

SHOW Slide 6: Medical and Dental Considerations

Facilitator Note:

Handout 1 will be referenced.

Service members, while you were on Active Duty, your dependents' medical and dental benefits were the same as your benefits. Now, as you transition to Reserve status, you will need to consider some specific matters.

Post-Deployment Health Re-Assessment (PDHRA)

First, the military requires all Service members returning from an operational deployment to complete the PDHRA between 90 and 180 days after they have returned. This is part of the deactivation process.

Transitional Assistance Management Program (TAMP)

Have you been thinking about your long-term healthcare now that the deployment is over? **TAMP provides 180 days of premium-free transitional healthcare benefits after regular TRICARE® benefits end. For those who qualify, the 180-day TAMP period begins upon the Service member's separation**.

If you were enrolled in TRICARE® Prime or US Family Health Care, you will have to re-enroll in that program for your coverage to continue during the TAMP

period. No enrollment is required for TRICARE® Standard or TRICARE® Extra.

Is anyone familiar with Line of Duty (LOD) care?

PAUSE for responses.

If you believe you have incurred or aggravated an injury, illness, or disease while on Active Duty, you may qualify for LOD care. To receive healthcare for these injuries or illnesses, your unit must issue an LOD determination or a Notice of Eligibility (NOE) if you belong to the U.S. Coast Guard. LOD/NOE coverage is separate from any other TRICARE® coverage.

TAMP continues to provide the minimum essential coverage that is required under the Affordable Care Act, but it is temporary. You should begin to consider your healthcare options for when TAMP ends. **Set an appointment in your calendar 30 days before your TAMP coverage ends to make sure you have made arrangements for your continuing coverage**. You may qualify to purchase TRICARE® Reserve Select or TRICARE® Retired Reserve. If you do not qualify for one of those, you have the option to purchase the Continued Health Care Benefit Program. You will find links with more information about each of these plans on **Handout 1** under the Medical and Dental section. You may also decide to return to your employer-provided healthcare plan.

Transition Assistance Advisor (TAA)

How do you know which healthcare plan is best for you? A TAA is available to help you decide which option will be most beneficial for you and your family. No matter which option you choose, you should ensure you have the minimum essential coverage under the Affordable Care Act. If you have any questions about TRICARE®, please visit the TRICARE® representative in the service provider area.

Dental Care

In addition to your medical care, you need to consider your dental care options. Reserve component Service members and their family members are eligible for the TRICARE® Dental program, which may include 6 months of dental coverage after deployment. If you do not live near a military installation, consider investigating the TRICARE® Prime Remote option, and remember that a referral is required before utilizing services of a participating civilian dentist. Be sure to compare the TRICARE® Dental program with your employer's dental program, and choose the one that is right for you. **You can get more information from the TRICARE® Dental representative in the service provider area**.

The United States Department of Veterans Affairs (VA)

Finally, you need to enroll in the VA healthcare system, so you have access to its benefits. The VA provides free healthcare for veterans who served in a theater of combat operations after Nov 11, 1998, for any illness possibly related to their service in that theater. **You have 5 years from the date of discharge from Active Duty to enroll** but do not wait! Do it now while it is fresh in your mind so you do not forget. There is a link on your handout that will allow you to enroll online. You can also visit the VA representative on site for more information.

Now let's talk about financial considerations.

SHOW Slide 7: Financial Considerations

Facilitator Note:

Handout 1 will be referenced.

Servicemembers Civil Relief Act (SCRA)

Prior to deployment, some of you may have utilized some of the financial protections in the SCRA. If you arranged for financial relief provided under the SCRA prior to your deployment, those financial responsibilities did not disappear while you were away. **Be aware that SCRA protection generally terminates within 30 to 90 days after the date of discharge from Active Duty. It is important to contact legal assistance or your JAG office to find out how you should proceed in your specific case.**

Leave and Earnings Statement (LES)

Each month, you received an LES that shows your pay for the preceding month and any changes that affected your pay for the current month. It is important to continue to monitor your LES to ensure you receive all the pay to which you are entitled and to check that you do not receive any pay to which you are not entitled. You should ensure your deployment benefits have been stopped and your pay returns to what you expect when you are in Reserve status.

As you know, you received your LES on MyPay, MyPortalDirect, or MyPaySlip (Coast Guard). **Did you give anyone access to view your LES during deployment? If so, you should consider if you still want that person to continue to have access, or you may want to change the access privileges**.

Spending Plan/Allotments

If you have not done so yet, now is the time to review your deployment budget or spending plan and make adjustments to reflect your new reality. You should determine

your post-deployment income and assess your expected expenses. If you want to celebrate after enduring months of sacrifice and uncertainty, do so, but be careful to stay within your budget. Delay spending large amounts of money until you have a solid understanding of your finances. It may take a few months for all the changes of income and expenses to reconcile, so you should monitor your spending plan closely until you are comfortable with it.

You should reassess what your bills are, and how they are getting paid. Did you set up direct deposit and bill pay? Do you need to contact your bank now that your status has changed?

Also, did you set up any allotments to cover your bills that were sent to your account? Did you create a separate account for your financial caretaker? If so, do you need to close that account? Take note of these considerations on **Handout 1**.

PAUSE for participants to write.

Savings Deposit Program (SDP)

Did you take the opportunity to participate in the SDP during deployment? If you did, remember your money only earns 10% for 3 months after deployment. **Check with your unit's finance officer, or visit the Defense Finance and Accounting Service website at www.dfas.mil for more information on your SDP account.**

Taxes

Were your taxes filed while you were deployed? If you were in a combat zone, you have an automatic 180-day extension to file your federal taxes that began the day you left the combat zone. Filing extensions for state taxes varies by state, so, if you are required to file state taxes, you should contact JAG or your state of residence tax commission to determine filing requirements. **For tax questions or free filing help, contact Military OneSource or your local Volunteer Income Tax Assistance Center**.

Financial Counseling

Establishing your new normal with your finances can be confusing. There are many resources available that can help you create an individualized plan. **You can visit with the Personal Financial Consultant on site or contact Military OneSource, and they will provide contacts for financial counselors in your area**. These services are provided for free! They are benefits you have earned – take advantage of them.

Please turn to your handout, and, under Financial Considerations, take note of any items you need to consider.

PAUSE for participants to complete.

SHOW Slide 8: Job Considerations

Facilitator Note:

Handout 1 will be referenced.

Uniformed Services Employment and Reemployment Rights Act (USERRA)

USERRA is a federal law that intends to do the following three tasks: ensure persons who serve or have served in the Armed Forces, Reserves, National Guard or other uniformed services are not disadvantaged in their civilian careers because of their service; ensure those who served are promptly reemployed in their civilian jobs upon their return from duty; and ensure those who served are not discriminated against in employment based on past, present, or future military service. You do have some responsibilities to fulfill in order to qualify for protection under USERRA, and there are resources available to help you.

One of the best resources is the Employer Support of Guard and Reserve (ESGR). ESGR has programs to encourage employer support of Reserve component Service members, and they can educate employers on Service members' rights under USERRA.

If your employer was supportive during your deployment, consider nominating him or her for an award through the ESGR website at www.esgr.mil.

In the event you have an employment issue, **ESGR has an ombudsman program that will help mediate the issue**. In the event that ESGR is unable to help with the issue, they will direct you to the Department of Labor who can also assist with job concerns.

Are there any job-related areas that you need to add to your to-do list?

Please turn to **Handout 1,** and, under Job Considerations, take note of any items that you need to consider.

PAUSE for participants to complete.

Up to this point, we have examined legal, medical and dental, financial, and employment related issues that need to be considered in order to renegotiate a new normal. Now, let's look at items that may need to be renegotiated in day-to-day life.

SHOW Slide 9: Daily Life

Facilitator Note:

Handout 1 will be referenced.

As you renegotiate your new normal, remember to expect changes. Service members, you may feel as though you have been in a different world. **You have stretched your comfort zone, learned new skills, made new friends, and functioned in living and working environments that may have been very different from anything you have previously experienced.** For you, coming back home can be a culture shock.

Family members and friends, you have also changed. Children have grown physically and developmentally. **Partners, you may have become more independent and confident in your abilities to cope**. You may have taken on new responsibilities, made new decisions, and set new schedules and routines. You need to remember that some things have changed, and everyone will have to learn to cope and adapt to those changes.

Although everyone is glad the Service member is now safely home, adjustments will need to be made. These adjustments may not happen quickly. **As you adapt to your new normal, remember that everyone's preference for alone time is different** (Burger, 1995; Coplan et al., 2019). Service members and family members, you are used to operating independently and have been doing what you wanted to do during personal time. Now that you are together, you may need to schedule alone time in order to meet your personal needs while you adjust.

You should schedule time to reconnect. **Service members, you may be having difficulty relating to friends or family** (Sayer et al., 2010; Sayer et al., 2011). You may not know how to describe your experiences or may not want to talk about them. You may find that some people want to know all about your deployment, while others will not want to discuss it. Regardless of whether you choose to share your experiences, it is important to schedule time with close friends and family. That time should be an opportunity to relax, have fun, and talk together. **Express appreciation for the sacrifices each member of the family has made and communicate your pride**. **Family members and friends, avoid pushing your Service member to talk about his or her deployment experiences but try to be open to the discussion if the time comes** (Carroll et al., 2013; Chandra et al., 2011).

Family, remember, you are not going to conduct a change of command the minute the Service member walks in the door. **Be aware that Service members may not be immediately ready to resume responsibilities; they may need time to transition** (Katz et al., 2010; Khaylis, et al., 2011; Sayer et al., 2010; Sayers et al., 2009). Similarly, **family members, including children, may have grown accustomed to managing more responsibility and may not be eager to give back control**. **In**

addition, the family may not be in a place to continue to shoulder all the responsibilities that were placed on them as a result of the deployment. It is important to take time to assess how roles and responsibilities in the family have changed, determine what each family member's new role and responsibilities will be, and make a plan together on how to gradually transition to the new normal.

Take a look at the Daily Life section of **Handout 1,** and take note of any items you want to remember to do when you get home.

PAUSE for participants to complete.

SHOW Slide 10: Co-Parenting

Facilitator Note:

Handout 1 will be referenced.

How many of you have children at home?

PAUSE for a show of hands.

A deployment may seem like a lifetime to a child. Children may have adjusted to not having the Service member at home, and, now, they need time to adjust to having the parent home again. **Service members, do not expect children to immediately respond to you in the same way they respond to the person who has been taking care of them during the deployment**.

It is common for young children to be hesitant to accept Service members when they return, which can be hurtful. Service members, you may feel jealous of the close relationship between the child and the caregiver. **Take a few days to watch how things go, and discuss the positives and negatives together. Once you have discussed the current roles and routines, decide what changes should be made, and develop a plan to implement them** (Chandra et al., 2010; Lester et al., 2010).

As you begin to reintegrate with your children, be patient. Go slowly and treat each child with respect. Do not try to force interactions, but allow each child to warm up in his or her own time.

There are a lot of ways you can talk with your children and reconnect with them after your deployment regardless of their age. It is important for you to tell them how much you missed them, how proud you are of them, and to share your feelings. **Encourage your child or children to share their feelings and changes they experienced while you were gone. Accept their feelings; feelings are not good or bad - they just**

exist. Avoid criticizing or making suggestions on what to do or how to make something better (Carroll et al., 2013; Chandra et al., 2011; Lester et al., 2012).

It might be helpful to use dinner time or another quiet time during the day to go around the table and have each person share his or her high and low points of the day. Use this as an opportunity to practice listening and communication skills.

Expect some difficulty with change. If you have developed a plan to implement those changes, stick to it. Consistency is important, so you need to try to be patient and firm (Gewirtz et al., 2011). **If you are experiencing anger management issues associated with any part of your reintegration, please consider consulting a mental health professional or family therapist**.

Service members, you need to support the rules established during deployment. Changes to rules need to be planned as a family. Once a new plan is in place, you can slowly reintegrate into a disciplinarian role. **It is also important to discuss how you will share responsibilities for discipline with your partner** (Chandra et al., 2011; Gewirtz et al., 2011).

Take a look at the Co-Parenting section of **Handout 1,** and take note of any items you want to remember to do when you get home.

PAUSE for participants to complete.

There are books and resources available about reintegrating with children. If you have children, I encourage you to find some resources to help you understand what other parents have experienced and what some of their strategies were for reintegration.

SHOW Slide 11: Resources

EXERCISE 2: Priorities for a New Normal

Facilitator Note:

Handout 1 will be used. The purpose of this exercise is for participants to think about what has changed during deployment and what their priorities are for renegotiation. Participants will complete the Priorities for a New Normal section. This should take approximately 7 minutes.

Now, I would like you to think about the three questions at the end of **Handout 1**. Use your to-do list to help you. The questions are:

- What has changed during the deployment?
- Considering your answers above and the circumstances that have changed,

what are your top three priorities for renegotiation?
- What will you do to adapt to the changes?

GIVE participants 7 minutes to think, then ASK the following questions. PAUSE for responses after each question.

What are some of the changes you have noticed?

Is it helpful to prioritize the things you want to address?

Was it easy to come up with ways to adapt to the changes?

If you were not able to come up with ways to adapt, where could you look for assistance?

PAUSE for responses. (Possible answers: Military OneSource; VA; Transition Assistance Program; non-governmental organizations; Veterans Service Organizations; faith-based organizations)

CLICK to bring up bullets on slide.

Fortunately, there are many resources available to help you adapt to the changes and establish your new normal. Many are listed on your handout, but I want to touch on a few more general resources that are also available.

Military OneSource and Coast Guard Support

If you or a friend needs mental health support, getting the right resources without delay can be overwhelming if you do not understand your resources and the focused levels of support available. **If you just need advice, help boosting your life skills, or support, Military OneSource is a resource**. The Military OneSource website at www.militaryonesource.mil has information, and you can contact them 24 hours a day, 7 days a week. You can talk to a live consultant who can connect you with resources in your local area. For Coast Guard Service members, the Coast Guard Support website at www.cgsuprt.com is a website to get information about reintegration. However, if you feel you are struggling, **you may also want to consider reaching out to Give an Hour®, which provides counselors without the additional referral Military OneSource requires**. You can complete just one intake interview as opposed to two. The Give an Hour website at https://giveanhour.org has additional information.

Finally, **if you are dealing with suicide ideation, you need immediate support. Visit your nearest Emergency Room or call or text the Veterans Crisis Line at 1-800-273-8255**. Taking time to think about what you or a friend needs can make a big difference in getting the right support faster.

VA

The VA is also an important resource. They do not just handle medical concerns. Please visit the VA website at www.va.gov.

Vet Centers are also available to Service members and their spouses for counseling, depending on eligibility. They can also help with employment issues, family counseling, individual and group counseling, and more. Please visit the VA website at www.vetcenter.va.gov/eligibility.asp.

Transition Assistance Program (TAP)

The Department of Defense also has a TAP program called Goals, Plans, Success (Transition GPS) that provides job assistance and separation counseling services for Service members and their families during the transition from active service. Is anyone familiar with this program?

PAUSE for responses.

The Transition GPS program is designed to make your post-military adjustment easier. All transitioning Service members are required to take part in the program—including National Guard and Reserve members demobilizing after 180 days or more of active service (Title 10). TAP initiatives include transition information and counseling for pre-separation, employment assistance, relocation, education and training, health and life insurance, finances, Reserve affiliation, and disabled veterans. You will find the link to the TAP Office under the Daily Life section of your handout.

Non-governmental organizations (NGOs) and Veterans Service Organizations (VSOs)

In addition to the resources provided by the Department of Defense, there are NGOs and VSOs that are available to help military families. You will find the link to websites to help you connect to those organizations on the handout under the Daily Life section. Finally, do not forget about your chaplain or faith-based organizations. They are able to connect you to resources and programs and provide insight on many reintegration issues.

Summary

SHOW Slide 12: Review of Objectives

Negotiating a new normal does not happen automatically. It is a process that requires commitment, time, and energy. You may not need to renegotiate every consideration we discussed today, but it is important for you to evaluate your personal

situation, communicate with those you came home to, and develop and implement a plan for your new normal. Hopefully, today made it a little easier for you to get yourself organized.

What questions do you have about anything we have discussed today?

PAUSE for responses.

Let's see if we met our objectives:

1. **What legal or administrative issues should be considered upon return from deployment?** *PAUSE for responses.*
   (Possible answers: update wills, Power of Attorney, and DEERS/ID cards)

2. **What medical and dental issues should be considered upon return from deployment?** *PAUSE for responses.*
   (Possible answers: PDHRA; TAMP; LOD/NOE; continuing medical coverage; dental coverage; VA enrollment)

3. **What financial issues should be considered upon return from deployment?** *PAUSE for responses.*
   (Possible answers: SCRA protections; LES; spending plan and allotments; SDP; taxes; financial counseling)

4. **Who can help you if you have concerns about going back to work?** *PAUSE for responses.*
   (Possible answers: USERRA; ESGR; JAG)

5. **What strategy for renegotiating daily life did you find most surprising or helpful?**
   PAUSE for responses.

💻 SHOW Slide 13: Renegotiating a New Normal After Deployment

Thank you, and please complete your evaluation for this class.

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