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PREDECISIONAL PROCESSES INVOLVED
IN THE ENLISTMENT DECISION

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→ funding, training) and non-monetary factors (e.g., satisfaction, responsibility, adventure, personal growth) in reaching their decisions regarding enlistment and career choice. In addition, two major influences emerged as salient to their decision process: positive coursework experiences in school, and knowledge about their parents' career histories. Recruiters were cited as the major source of information regarding the Army. Geographically related differences in these factors and influences were noted. The findings are discussed in terms of the implications for further refinement of a model of the individual enlistment decision.

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FOREWORD

This report documents work completed during the first phase of a three phase project undertaken by ARI in support of the Office of the Deputy Chief of Staff for Personnel and the U.S. Army Recruiting Command. ARI was commissioned by the Deputy Chief of Staff for Personnel in 1982 to identify the motives underlying the enlistment decision. ARI's initial efforts concentrated on enlistment motives of new recruits--the New Recruit Surveys (NRS). Concurrent with the advanced development of the NRS, ARI has been working on exploratory development of new quantitative instruments for measuring the factors involved in the career decision process of prospective recruits. The project was designed as a three phase effort. In the first phase of the project, new instruments were developed and pilot tested. The second phase will involve a nationwide data collection to validate the new instruments. If the instruments prove to be predictive of enlistment behavior, they will be adapted for use as a decision aid during the third phase of the project.

PREDECISIONAL PROCESSES INVOLVED IN THE ENLISTMENT DECISION

EXECUTIVE SUMMARY

Requirement:

To develop new quantitative instruments to measure the social and psychological factors influencing young adults' enlistment decisions.

Procedure:

This report summarizes the work completed during the second task of the first phase of a three phase project that is developing new quantitative instruments to measure the factors involved in the career decision making process of prospective Army recruits. This report describes the focus group interviews conducted in five metropolitan areas to identify the critical factors that influence prospects' enlistment decision.

Findings:

The results indicated that respondents considered both monetary (e.g., salary, benefits, academic funding, training) and non-monetary factors (e.g., satisfaction, responsibility, adventure, personal growth) in reaching their decisions regarding enlistment and career choice. In addition, knowledge about their parents' career experiences, as well as the individual's course work history, play a part in the decision process. Finally, recruiters were cited as the major source of information regarding the Army.

Utilization:

The results of this project will provide Army policy makers with quantitative information about the factors that motivate enlistment behavior. A decision aid will be developed to provide recruiters with precise information about the psychological and sociological factors influencing prospects' career choice so they will be better able to tailor their sales presentations to the prospects' need and interests.

PREDECISIONAL PROCESSES INVOLVED IN THE ENLISTMENT DECISION

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INTRODUCTION

The purpose of this report is to describe the results of an empirical data collection effort conducted to assess the pre-decisional processes involved in the enlistment decision. Pre-decision processes refer to the events that occur prior to the actual decision whether or not to enlist. The goal was to identify the important factors and influences that are involved in the enlistment decision and to describe the career decision process (i.e., How do young adults make a career decision?)

The PAR Government Systems Corporation (PGSC) and WESTAT Team conducted a series of five focus groups for enlistment age young adults in several major U.S. metropolitan areas. The procedures used to collect empirical data from these groups are detailed in the methods section of this report. The findings are given in the results section, followed by a discussion of those results and their application to an Individual Enlistment Decision Flow Model.

METHODS

The goal of this research effort was to identify critical factors that influence a prospect's enlistment decision. Focus groups were chosen as the qualitative data collection technique because they offer several advantages: (a) They are valuable in defining the content domain of the quantitative measures to be developed in the next stage of this research program; (b) they provide greater depth of information than objective survey techniques; (c) unlike highly structured surveys, they can uncover issues not originally considered by the researchers; and (d) they can result in clear hypotheses as to why potential Army enlistees are willing or unwilling to enlist in the Army.

To include all segments of the population that have potential for Army enlistment, the PGSC/WESTAT Team conducted five focus groups using target respondents (i.e., 17 to 20 year olds eligible for Army enlistment). Each session was approximately two hours in length and involved eight to 12 respondents. This number of participants was chosen to maximize the discussion activity, to discourage any one individual from dominating the discussion, and to enable each respondent to participate. Respondents were recruited by local interviewing/marketing firms in the metropolitan area. Firms were chosen based on the adequacy of facilities (e.g., audio-visual facilities for taping behind a two-way mirror, room size, receptionist, refreshments, etc.) The interviewing firms were directed to recruit five high school seniors (three males, two females; four Caucasians, and one Black) and four high school graduates who were not enrolled in a four year college (three males, one female; three Caucasians and one Black). As part of

the telephone-based recruiting process, potential respondents were asked to rate their interest in a collection of careers including the Army on a five point scale ranging from "definitely considering" to "definitely not considering". If a respondent replied that he/she would "definitely not" consider Army enlistment, that individual was eliminated from further consideration as a focus group participant. After two focus groups had been conducted, the criterion was made more restrictive for the remaining groups such that if a respondent replied that he/she would "probably not" or "definitely not" consider enlistment, that individual was not included in the study. This procedural change was made in an attempt to obtain a group with more positive attitudes towards Army enlistment. Appendix A provides the guidelines used for recruiting focus group participants. Respondents who completed the focus group interview were paid a \$25 honorarium for their participation.

Focus groups were conducted in December of 1985 (Columbus, OH on 12/05/86 and Baltimore, MD on 12/09/86) and May of 1986 (Kansas City, KS on 05/05/86, Boston, MA on 05/08/86, and Atlanta, GA on 05/15/86). In all, 49 individuals participated across the five groups. Of this total, 33 were males and 16 were females. Appendix B provides a detailed breakdown of participants classified by city, sex and educational status.

The focus groups were conducted by a PGSC senior research scientist trained in focus group techniques. The focus group interview began with a general introduction and proceeded to cover the following topics:

- Current occupational status of each participant
- Types of careers they have considered
- Factors that are important to them related to their careers
- Sources of information/influence about careers
- Determinants of participants' career choice
- Positive perceptions of the Army as a place to work
- Negative perceptions of the Army as a place to work
- Sources of information about the Army
- Comparison of the Army with the Navy, Air Force and Marines
- Things the Army could offer to positively influence the participants to consider enlisting
- Comparison of civilian life with Army life
- Contact with a recruiter - descriptions and reactions

The PGSC/WESTAT Team approach to conducting each focus group was to encourage as free-flowing and uninhibited a discussion as possible while covering the research agenda. Appendix C provides the topic outline used by the group moderator to guide the discussion. The moderator's job was to encourage an active discussion while not intruding, to probe on points of special interest to the study, to redirect the discussion when it was irrelevant to the research, to encourage all respondents to actively participate

and to discourage respondents who attempted to dominate the discussion. The moderator avoided leading questions and sought rather to draw out participants' ideas. The result was a clearer picture of how these young adults perceived and explained aspects of Army enlistment in their own words.

Both VHS video tape cassettes and audio tape cassettes were made of each session. The audio tapes were transcribed and checked against the videotapes to ensure accuracy. (The typed transcripts appear in Appendices I through M and both the audio and video tapes are provided to ARI with this report.) Each focus group transcript was analyzed and summarized separately (See Appendices D through H).

The results of the five focus groups were analyzed as a complete data set to address each of the topics covered in the focus groups. In addition, results were further examined to: (a) categorize important factors that are mentioned repeatedly across groups, and (b) describe differences in responses and behaviors across different geographical groups. Special note was made of any unexpected factors that did not fall within the domain of predecisional process factors. These results are given in the following section.

It should be noted that these results are based on discussions held with 49 individuals obtained by marketing research firms in only five metropolitan areas. The data collection effort was performed to enable us to better understand the predecisional processes used by individual young adults in considering Army enlistment. The results are not intended to be generalized beyond this focus, because to do so would have required a nationwide stratified random sample of much greater size. The results do, however, provide very useful insight into the specific individual decision making processes that affect the enlistment decision.

RESULTS

Once the videotaped focus groups were transcribed into typescripts, a researcher viewed each tape and read the typescript concurrently, taking notes of frequent or typical responses to each question posed. These notes were, in turn, reviewed to summarize responses for the group. Finally, the comments were reviewed across all five groups to determine whether patterns of responses emerged.

Participants were distinguished by the degree of clarity and precision of their career goals. The smallest group was composed of those participants who had a clear career goal in mind, and had chosen a path leading to that goal. Those participants with a clear career goal and path in mind were predominantly high school graduates either enrolled in a higher education program, or already situated in a satisfactory employment position. The college students of the sample were enrolled almost exclusively in engineering programs of one form or another. Those presently

employed were divided into two groups, distinguished by gender. The males of this group were employed in primarily manual labor positions (e.g. machine shops, auto repair, trucking deliveries, etc.). The females were employed in clerical/service positions (e.g. secretarial work or cosmetology).

Respondents with a vague career goal (e.g., "I want to go into management", or, "I might like to own a business"), were the next largest group. The largest group was comprised of those who had no clear career goal in mind. The majority of these intended to pursue some form of higher education, with the hope of finding an acceptable career goal.

The participants were not always able to describe the process by which they arrived at a career choice. In general, participants often described personal propensities or inclinations (e.g. "I want to be my own boss" or "I want to make a lot of money"). They assimilated information about career options through reading, course work, family and friends, etc. The process becomes muddled for some, however, when inclinations are not clearly defined, or the information gathered is perceived as incomplete or inaccurate.

The factors that the participants reported as being most important to them in the career decision process (and how that process would relate to a military enlistment decision) were money, "satisfaction," and the participants attached a variety of meanings to job satisfaction. The meanings may be summarized as follows: A sense of accomplishment, the opportunity to set and meet one's personal goals, and the absence of regret for one's career choice. Although all of these facets of satisfaction were desired by all of the participants, the prioritization of these qualities varied from person to person.

Job security and stability also appeared to be an important concern to most of the participants. They understood security and stability to mean that one would not be phased out of a job due to changes in the economy, or as a result of one's age, and that one may refuse undesired transfers.

Other factors discussed in the focus groups, such as opportunities for advancement, benefits or occupational training were generally seen as a means to money, and were judged accordingly. Non-pecuniary factors such as responsibility, challenge, or adventure were seen as falling under the broad heading of satisfaction. Satisfaction appeared to be a super-category that could encompass all desirable non-pecuniary career related factors. As a result, satisfaction was defined somewhat differently by each participant, but all the participants accorded importance to it. Patriotism, whether defined as military service to one's country, or simply as good citizenship, was not emphasized by participants in any of the cities sampled, with the qualified exception of Atlanta. This finding is discussed later in this paper in more detail.

Two sources of information/influence regarding careers were mentioned consistently throughout the sample. The first was positive classroom experience in high school. It was very common to hear such statements as "I thought I'd go into engineering because I always did well in math classes in school." Thus these types of classroom experiences served as a means of identifying aptitudes. A second powerful source of information/influence was parents relating their own career experiences to their children. Although some related negative experiences which drew participants away from a field, the impact that the relating of positive career experiences made was much stronger and more common. Also, if the participant had worked in the parent's field (or especially in the parent's own business) and showed an aptitude and positive disposition toward the type of work at hand, the inclination to work in that field was very great.

In considering the consequences of a career decision, and weighing the options of military enlistment, college enrollment or civilian employment, civilian employment was always seen as the final goal, whereas the Army or college were viewed as possible means to that end. These means would be chosen only if the participants perceived that these options would enhance the participant's position for civilian employment.

In many ways, the Army and college enrollment were perceived as offering similar benefits (e.g., time and environment to mature, improving employment opportunities, etc.). The disincentives for Army enlistment and college enrollment were also in some instances similar. Both required serious commitments of time and dedication. What often made college more appealing than the Army was that college lacked additional disincentives that were viewed as characteristic of Army enlistment. In other words, although both the Army and college encourage personal growth and might make one more attractive to a prospective employer, college does not imperil one's life as can Army enlistment.

As a result of these perceptions, the Army was most often viewed as a means to an end (college) which, in turn, was viewed as a more desirable means to an even more desirable end--a good civilian job.

The members of the focus groups expressed different attitudes towards the military. A large portion of participants recognized and were attracted to the incentives and appeals that the Army offered. These attractions, as will be described later in the text, were often outweighed by undesirable factors associated with enlistment. Briefly, the Army was viewed as a place of last resort to find the benefits that the Army offers, especially college funding and job training. The majority of the participants expressed a willingness to work their way through college, or to find vocational training elsewhere, rather than enlist.

Another large portion of the participants (nearly equal in size to the first group that found certain Army incentives attractive) saw military enlistment not so much as a source of academic funding or technical training, but rather simply as a source of employment. Like the first grouping, these participants saw the Army primarily as a place to go when all other options were exhausted.

Throughout all the focus groups, the participants distinguished between the incentives for military enlistment (several of which were perceived as being quite appealing) and the Army as a place to work. Most saw that a tradeoff would be necessary between the Army as a source-of-benefits and the Army as a workplace.

The great majority of participants were at least somewhat aware of such incentives as college funding, technical training and non-pecuniary benefits such as opportunities for self-discipline or personal excellence. Some had a very detailed knowledge of these benefits and opportunities, and nearly all recognized the merits of them. Because accepting these benefits meant accepting the Army as a workplace, nearly all opted to seek these benefits elsewhere. The Army was perceived by and large as an unacceptable place to work. The Army was seen as imposing unacceptable restrictions on personal freedom (personal freedom appeared to be essential for many participants), and the Army was also seen as an unsafe place to work, i.e., where fatal accidents can occur. Also, the Army was seen by some participants as an unfit place to raise a family. These disincentives outweighed the benefits and incentives offered by the Army for the majority of the participants.

Views of the Army in comparison with other branches of the armed forces were fairly uniform. The Army was perceived as the least attractive of the armed forces, especially because the other branches were perceived as offering more marketable skills rather than combat skills, and because the Army offered the fewest opportunities to fly. The chief disincentives for Army enlistment (length of service, loss of personal freedom, possible loss of life) were viewed as common to all branches of the armed forces.

The participants received information about the Army from several sources. The first source was family and friends with prior military experience. These veterans differed greatly in the views about military service; however, many conveyed negative views of Army life.

A consistent pattern throughout all of the focus groups was found in the attitude of the participants towards their second most frequent source of information about the Army, viz., recruiters. Recruiters were consistently viewed with suspicion. They were often described as being high-pressure and less than forthright salesmen, who did not have the best interests of the

prospects at heart. Some participants reported that the recruiters they encountered were often less than gracious, and, at times, confrontational and insistent in their approach to prospects. Other participants indicated recruiters had been helpful in providing sought for information on Army enlistment.

Recruiters contacted participants by phone, visits (both solicited and unsolicited) to their homes, and visits to the high schools. The multi-media presentations made at these visits were sometimes perceived as disingenuous.

Some participants indicated that had the recruiter been less aggressive, and had more time been taken to win the confidence of the prospect, their decision not to enlist might have been different. Some participants indicated that they might have been swayed by a more sincere recruiter who offered a contract that required a shorter tour of duty (most participants thought that two years was an extraordinarily long period of time), offered more money, and minimized personal risk. Other participants admitted that they only made an appointment to talk to the recruiter to get them to quit phoning them.

In reviewing the focus group transcripts, differences were observed across geographical boundaries. That is, certain characteristics were found to be more greatly pronounced in certain focus groups. Although there is not sufficient evidence to assert that a geographical correlational link has been found, differences were consistent with the geographical lore about attitudes toward Army enlistment and patriotism. For example, in Atlanta, the southern-most city of the sample, there was a willingness to accept the duty of serving one's country through military service, especially in times of national emergency that exceeded any such sentiments expressed in the other cities included in the sample. There were references to patriotic action (such as military service), the value of which was justified simply because it was a sign of one's solidarity with the cause of democracy and the United States. Also, participants related that after the then recent United States air strike against Libya, parents told them that they "had better be ready" to serve should a reinstatement of the draft be necessary as a result of that action.

This sense of duty was in marked contrast to sentiments expressed by participants in other cities. For instance, one participant stated that should he be in the military while engaged in a war of which he did not approve, he would "turn my airplane around and fly the other way."

Although negative sentiments towards the military were expressed in all of the focus groups, the Boston group, which was the northernmost and the most urban city of the sample, voiced the most negative opinions regarding military service. In short, they viewed military enlistment as a last ditch effort to avoid unemployment, and not as a place where one would earn academic funding, receive vocational training, or serve one's country. When

references were made to benefits and incentives offered by the Army, several Boston participants expressed disbelief or disgust. Their responses were characterized by such statements as "It's a trap," or "It's all garbage! They make it up!" One participant said that he did not want to die, but that he might have to enlist if he could not find a job.

An unexpected factor (that is, one that was not included in the measurement instruments tested) arose during the course of the focus groups. Many of the participants in the focus groups expressed a mistrust of the military. At a minimum, this mistrust manifested itself in the questioning of the veracity of the Army's recruiters and its advertisements. At its strongest, the military recruitment process was viewed by some to be one of entrapment, attempting to snare those unfortunates who were considering military enlistment because they had nowhere else to go.

DISCUSSION OF FOCUS GROUP FINDINGS

This section summarizes the principal findings of this research effort, and considers their implications. Specifically, we will discuss those factors that describe the enlistment predecision process.

Participants varied in the certainty of their career plans. These plans spanned the spectrum from clear and distinct goals and paths to a nearly complete lack of direction or priorities. In probing the processes by which the participants reached their career decisions, it became evident that they were not employing precisely defined procedures. Subsequent questioning in this area yielded responses that allow some generalizations to be made, however.

Participants were able to articulate an awareness of their own aptitudes and preferences. They also related that they gathered information concerning career options, and on the basis of their findings (whether complete or not, whether accurate or not) they proceeded toward the option or options they expected would most closely meet the requirements of their aptitudes and preferences. This method began to break down for some, however, when the aptitudes and preferences were indeterminate, or the information gathered was thought to be incomplete or of dubious value. This process corresponds well with the fundamentals of expectancy theory. That is, the subjects were found to move in the direction that they expected would bring them the greatest opportunity for meeting desired criteria. The PGSC/WESTAT team was pleased to find this correspondence. It lends support to the hypothesis that a model based on expectancy theory would be well-suited to depict the enlistment decision process.

The career-related factors that were given prime consideration by the participants are easily segregated into two categories: the pecuniary and the non-pecuniary. Salary is the major pecuniary element. Other factors such as benefits, academic

funding, vocational training, etc., were subsumed by the participants under the heading of pecuniary factors.

The non-pecuniary category included different notions of job satisfaction. Thus, each individual had his or her own unique notion of job satisfaction, which included the individual's ideal blend of job responsibility, challenge, adventure, personal growth and other non-monetary factors. In monitoring the subjects' discussion of prime career related factors, a very high degree of correspondence was noted between the factors they reported and the factors that the PGSC/WESTAT team expected them to relate.

Two referents serving as conduits of information/influence were consistently reported in all of the focus groups. The first was positive classroom experiences. Course work (especially that completed in high school) helped to identify, reinforce and sharpen potential skills for later consideration in the evolution of career discernment. Thus, individuals appear to be gathering relevant information about what skills (and jobs) might suit them in an early predecisional phase, occurring well before they make actual career choices.

The next referent was parents who impart their own career histories to their children. Positive career experiences related to the participants by their parents presented to them viable career options to be explored. The experience of working in a parent's field, or working with/for a parent, came to light as a powerful source of influence/information for the participants. Like classroom experience, the role of parental career histories was mentioned consistently throughout all focus groups. Clearly, a model depicting the enlistment decision should include a family history component.

In examining the relative merits of the options of military service, enrollment in a program of higher education, or entering the civilian work force, civilian employment was always viewed as the final goal. In contrast, the Army and college were seen only as stepping stones to that final goal. The participants stressed that they would only choose the intermediate steps of Army and/or college if they were sure that such a path would improve their opportunities for a desirable civilian position. Although both the Army and college were recognized as having qualities (often similar) that recommended themselves, military enlistment always ran a distant second to college as an option to enhance one's civilian career prospects. Thus, if there were to be one intermediate step on the way to civilian employment, it would more likely be an academic rather than a military one.

This pattern was observed consistently throughout the discussions held in each group. That is, although the Army (indeed, all of the branches of the armed forces) were held to offer desirable benefits, the tradeoffs required in accepting the Army as a place to work were often seen as unequal to college,

and, therefore, unappealing. This attitude was often reinforced by family, and friends with prior military service.

Another source of information/influence regarding the Army was the recruiters. Recruiters were perceived both as sources of information about Army benefits and as high pressure sales people. Many participants were suspicious of recruiters; they believed recruiters would tell them anything just to get them to enlist. Some participants expressed a need for recruiters to be more sincerely interested in their needs and interests. Others expressed a desire for recruiters to provide information about the "cons" as well as the "pros" of Army enlistment.

Geographic differences were found. That is, particular patterns of attitudes were found to be either peculiar to, or more dominant in certain groups. Specifically, there was found in the southern-most city of the sample, Atlanta, a willingness to accept the responsibility of serving one's country, especially when a crisis is at hand. That attitude contrasted to sentiments expressed in other cities that were sampled.

Although negative sentiments of varying degrees towards the armed forces were voiced across all focus groups, the Boston group, which was the northernmost and most urban city of the sample, articulated the most negative attitudes towards military service. Many participants in this group expressed a belief that military enlistment was a sign of failure to find suitable employment. These geographically associated findings would suggest that studies probing the enlistment predecision process should be aware of the potential role of such demographics in the formation of the attitudes of prospects.

DISCUSSION OF INDIVIDUAL ENLISTMENT DECISION PROCESS

Having studied in detail the predecisional processes of the enlistment decision, we conclude with a consideration of the steps of the actual enlistment process, noting along the way the junctures requiring decisions. Figure 1 below offers a schematic representation of the individual enlistment process. The figure is not presented as a comprehensive depiction of all paths of entry into the Army. Nor does this figure explicitly depict all of the factors influencing the enlistment decision process. Indeed, it should be understood that the influence of a prospect's key referents, as identified in this study, is pervasive. As such, the influence they exert is not represented at any one point in the process, but rather is considered operative throughout the whole process. Moreover, it should be understood that the prospects of the "pool" referred to below are unique individuals, each with a personal history and worldview. Each prospect brings all of that with him throughout the process. With that in mind, the model may serve as a guide for considering the logical steps involved in the enlistment decision process.

The diagram begins with prospects who previously have not actively considered an enlistment decision, circles represent branchings in this process (i.e., points in the process where various behaviors are possible). In this figure the branching between one behavior or another is not a consciously deliberative one. The diamonds in the figure stand for decision points. At each decision point a conscious choice is made and action is taken to either continue or leave the enlistment process (open diamonds represent decisions made by the prospect and filled diamonds those made by the Army or its representatives). The ovals in this figure denote exits from the enlistment decision process and boxes denote discrete behaviors or states.

Beginning with the pool of prospects, the first branching in the enlistment decision process concerns the occurrence of triggering events. Triggering events are here defined as those events that prompt a prospect to actively consider Army enlistment. In this representation, if no triggering event occurs, prospects will not consider enlistment and will exit the process. Triggering events are of two types--life course and situational. Life course events are those happening as a natural result of growing older. They would include such events as graduation from high school. At such times a natural break in life course continuity takes place that may prompt consideration of options for the future. Among the options possible are Army enlistment. Situational triggering events are more idiosyncratic. They might include loss of a job (or failure to obtain one) following high school graduation or the unsuccessful pursuit of a college education. Such breaks in the planned course of an individual's life course may trigger consideration of Army enlistment.

Once a triggering event occurs, information seeking behavior begins. Two major branches in behavior are diagrammed at this point. The prospect may either directly initiate contact with a recruiter (a formal interview) or indirectly seek information by responding to Army advertisements (i.e., through returning a business reply card (BRC) or calling one of the Army's 800 numbers). If the indirect path is taken, an initial screening of prospects removes individuals known as ineligible (too old, too young, etc.). Eligible prospects are then sent the material requested and their names and addresses are forwarded to their local recruiter. Local recruiters then contact prospects and try to schedule a formal interview. The more direct path leads directly to an interview with a recruiter. During this interview an initial eligibility determination is made and ineligible prospects are eliminated from the prospect pool.

Prospects who meet with recruiters are given a sales presentation and are prescreened for subsequent qualification for Army enlistment. In addition, possible enlistment terms and bonuses are discussed. Following the sales presentation, prospects evaluate enlistment in terms of the opportunities offered, their belief in the veracity of the offer, as well as normative influences exerted by significant referents such as parents,

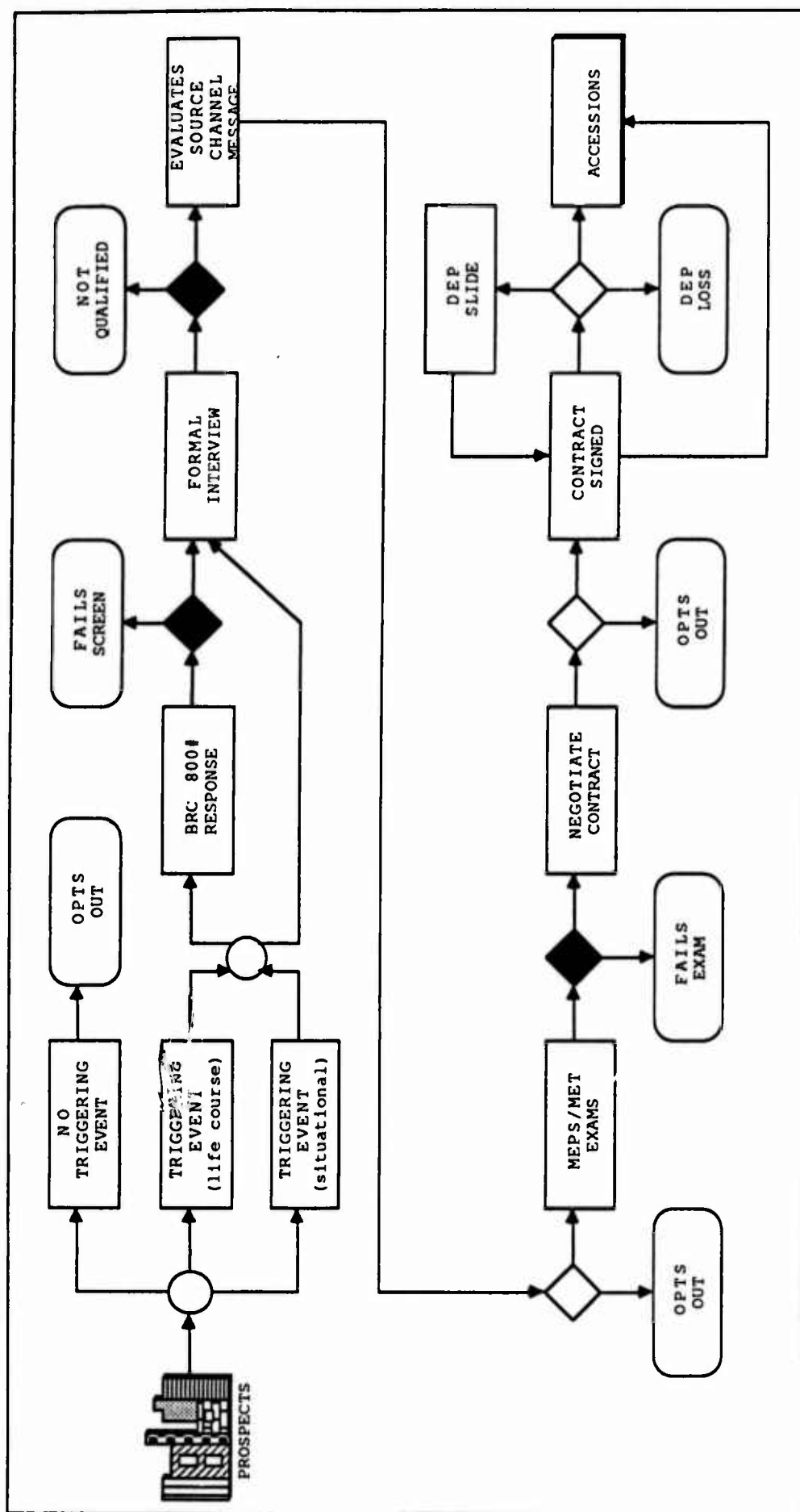


Figure 1. The enlistment decision process.

friends, teachers, etc. This evaluation of what is offered by the Army is followed by a decision to continue enlistment consideration or drop out of the process.

Prospects who decide to continue their consideration of the Army are then scheduled for additional testing and evaluation at a Military Entrance Processing Stations (MEPS) and Mobil Examining Test (MET) sites. During testing at the MET/MEPS, prospects are evaluated for enlistment eligibility. Ineligible prospects exit the process at this point. Eligible prospects meet with Army guidance counselors to negotiate an enlistment contract. At this time prospects are informed of what training, bonuses, and terms they are and are not qualified for. If the terms of enlistment do not meet with prospect approval, he may opt out of the enlistment decision process. If terms of enlistment are mutually agreed upon, the prospect signs an enlistment contract.

Although some prospects sign a contract and immediately enter the Army, the great majority enter the Delayed Entry Program (DEP). This program set an accession date up to one year following the signing of the enlistment contract. During the period in DEP, one of three outcomes are possible. The most direct outcome occurs when an individual honors the terms of the enlistment contract and enters the Army on schedule. A second possibility occurs when an individual in the DEP decides to void his contract altogether and not enter the Army (these individuals are DEP losses). The third possible course of action is contract renegotiation. In some cases individuals become dissatisfied with the timing of accession, the enlistment term contracted, or the MOS they have been assigned, etc. The prospect in this case may renegotiate the contract and begin the DEP process over again. These occasions are termed DEP slides.

Tying the prior portion of this study to the flow model just discussed, a more complete picture forms. The examination of the predecisional process has yielded an account of how prospects form their decision to enlist over time. The flow model traces the movement of the prospect through the actual contact-through-accession progression. Taken as a whole, these two elements offer a continuous account of the behavior of the enlistment prospect.

APPENDIX A

GUIDELINES FOR RECRUITING INDIVIDUALS FOR FOCUS GROUPS

GUIDELINES FOR RECRUITING INDIVIDUALS FOR FOCUS GROUPS

Recruit five (5) high school seniors (three men and two women). Four of these individuals should be Caucasian and one should be Black.

Recruit four (4) high school graduates (three men and one woman) who are not enrolled in a four (4) year college. These individuals may be in a vocational school, a two (2) year college, or employed. Three of these individuals should be Caucasian and one should be Black.

In each of the two categories listed above, each prospect should be asked to respond to the following:

*INTERVIEWER: TO QUALIFY, RESPONDENTS MUST ANSWER DEFINITELY, PROBABLY, MAY OR MAY NOT, TO THE ARMY. IF RESPONDENTS ANSWER PROBABLY NOT TO THE ARMY - TERMINATE.

	<u>Definitely</u>	<u>Probably</u>	<u>May or May Not</u>	<u>Probably Not</u>	<u>Definitely Not</u>
Computers	_____	_____	_____	_____	_____
Banking	_____	_____	_____	_____	_____
Government	_____	_____	_____	_____	_____
Air Force	_____	_____	_____	_____	_____
Electronics	_____	_____	_____	_____	_____
Medicine	_____	_____	_____	_____	_____
The Army	_____	_____	_____	_____	_____
	Consider	Consider	Consider	Terminate	Terminate

*These instructions were followed for the Kansas City, Boston, and Atlanta focus groups. For the Columbus and Baltimore groups, termination only occurred if respondents replied "definitely not."

APPENDIX B

FOCUS GROUPS PARTICIPANTS

FOCUS GROUP PARTICIPANTS

DATE	LOCATION	NAME	SEX	EDUCATIONAL STATUS
12/5/86	COLUMBUS, OH	1. Steve	Male	High School Senior
		2. Lonnie	Male	High School Senior
		3. Jeff	Male	High School Senior
		4. Tracy	Female	High School Senior employed part-time,
		5. Sandra	Female	High School Senior employed part-time
		6. Jonathon	Male	Post High School employed part-time
		7. Marlon	Male	Post High School unemployed
		8. Yvette	Female	Post High School unemployed
		9. Angela	Female	Post High School employed full-time, nursing home

DATE	LOCATION	NAME	SEX	EDUCATIONAL STATUS
12/9/86	BALTIMORE,MD	1.Kevin	Male	High School Senior
		2.Larry	Male	High School Senior
		3.Lee	Male	High School Senior
		4.Danny	Male	High School Senior
		5.Jamie	Male	High School Senior
		6.Michelle	Female	High School Senior employed part-time
		7.Jane	Female	High School Senior
		8.David	Male	Post High School junior college
		9.Lenny	Male	Post High School junior college employed part-time
		10.Keith	Male	Post High School junior college employed part-time
		11.Kelly	Female	Post High School employed full-time, day care center

DATE	LOCATION	NAME	SEX	EDUCATIONAL STATUS
5/5/86	KANSAS CITY,KS	1.Eric	Male	High School Senior
		2.Scott	Male	High School Senior
		3.Michael	Male	High School Senior employed part-time
		4.Tammy	Female	High School Senior employed part-time
		5.Angie	Female	High School Senior
		6.Jennifer	Female	High School Senior vo-tech cosmetology
		7.David	Male	Post High School junior college employed part-time
		8.Mike	Male	Post High School employed full-time auto sales

DATE	LOCATION	NAME	SEX	EDUCATIONAL STATUS
5/8/86	BOSTON, MA	1.Thomas	Male	High School Senior
		2.Marc	Male	High School Senior
		3.Gary	Male	High School Senior
		4.Scott	Male	High School Senior
		5.Sean	Male	High School Senior
		6.Barry	Male	High School Senior
		7.Jodie	Female	High School Senior employed part-time
		8.Chris	Male	Post High School employed full-time print shop
		9.Frank	Male	Post High School employed full-time print shop
		10.Steven	Male	Post High School unemployed
		11.Bill	Male	Post High School unemployed
		12.Rene	Female	Post High School junior college employed part-time

<u>DATE</u>	<u>LOCATION</u>	<u>NAME</u>	<u>SEX</u>	<u>EDUCATIONAL STATUS</u>
5/15/86	ATLANTA,GA	1.Chuck	Male	High School Senior
		2.Mike	Male	High School Senior
		3.Jorie	Female	High School Senior
		4.Melissa	Female	High School Senior employed part-time
		5.Stacy	Female	High School Senior
		6.Benjamin	Male	Post High School employed part-time
		7.Robert	Male	Post High School junior college
		8.Eric	Male	Post High School employed full-time nightclub manager
		9.Erin	Female	Post High School employed full-time

APPENDIX C

FOCUS GROUP TOPICS

FOCUS GROUP TOPICS

1. NAME AND CURRENT OCCUPATION.
2. DISCUSS TYPES OF CAREERS THEY HAVE CONSIDERED. PROBE COLLEGE PLANS, VO-TECH TRAINING, ETC. PROBE ALTERNATIVE CAREERS.
3. DISCUSS THE PROCESS BY WHICH THEY DECIDED ON WHAT THEY WERE GOING TO DO IN TERMS OF A CAREER.
4. DISCUSS THINGS THAT ARE IMPORTANT TO THEM RELATED TO THEIR CAREER. WERE THE FACTORS (E.G., JOB SATISFACTION, MONEY, PATRIOTISM, OPPORTUNITIES FOR ADVANCEMENT, PERSONAL GROWTH, BENEFITS, OCCUPATIONAL TRAINING) INCLUSIVE OF THE THINGS THAT THEY CONSIDER WHEN MAKING A CAREER DECISION? WHAT ABOUT RESPONSIBILITY, CHALLENGE, SECURITY, ADVENTURE, HAVE FUN -- ARE THESE CONSIDERED TO BE INCLUDED IN THE ABOVE FACTORS?
5. DISCUSS SOURCES OF INFORMATION/INFLUENCE ABOUT CAREER. ARE THESE INFLUENCERS (FRIENDS, FAMILY, TEACHERS/GUIDANCE COUNSELOR) THE ONLY INFLUENCERS?
6. DISCUSS THE CONSEQUENCES OF A CAREER DECISION. WHAT ARE THE CONSEQUENCES OF ENLISTING IN THE ARMY, GOING TO COLLEGE, AND GETTING A CIVILIAN JOB.
7. PERCEPTIONS OF THE ARMY AS A PLACE TO WORK. POSITIVE AND NEGATIVE ASPECTS OF ARMY LIFE.
8. IDENTIFICATION OF ARMY BENEFITS/INCENTIVES THEY FIND ATTRACTIVE. DEGREE OF KNOWLEDGE OF ARMY OPPORTUNITIES. THINGS THE ARMY COULD OFFER THAT WOULD ATTRACT THEM.
9. SOURCES OF INFORMATION ABOUT THE ARMY. PROBE FRIENDS IN THE ARMY (AND WHAT THEY SAID), FEELINGS OF FAMILY, FEELINGS OF GIRLFRIENDS/BOYFRIENDS/OTHER FRIENDS.
10. COMPARISON OF ARMY WITH THE NAVY, AIR FORCE, AND MARINES.
11. CONTACT WITH ARMY RECRUITER. CIRCUMSTANCES WHICH LED TO HAVING CONTACT WITH A RECRUITER. DEGREE TO WHICH THEY WERE THINKING ABOUT JOINING THE ARMY AT THAT POINT.
12. INFLUENCE OF RECRUITER ON THEIR FEELINGS ABOUT THE ARMY AND ABOUT THEIR JOINING THE ARMY.
13. ACTIONS AND WORDS OF THE RECRUITER WHICH MADE THEM MORE INTERESTED IN JOINING. HAVE THEM DESCRIBE THE PROCESS. DEGREE TO WHICH THEY COULD IDENTIFY WITH THE RECRUITER.
14. ACTIONS AND WORDS OF THE RECRUITER WHICH MADE THEM FEEL WORSE OR FEEL LESS LIKE JOINING THE ARMY.

15. DISCUSSION OF THINGS THE RECRUITER COULD HAVE SAID OR DONE WHICH WOULD HAVE MADE THEM FEEL EVEN BETTER ABOUT JOINING THE ARMY.

APPENDIX D

FOCUS GROUP SUMMARY - COLUMBUS, OH

SUMMARY OF COLUMBUS FOCUS GROUP FINDINGS

Current occupational status of participants:

- Five participants (3 males, 2 females) were high school seniors. On the screener questionnaire, two of these five participants said they would probably consider the Army as an occupational field, two said they may or may not, and one said they probably would not consider the Army as an occupational field
- Four participants (2 males, 2 females) were high school graduates. Two of these participants were employed. On the screener questionnaire, two of these four participants said they may or may not consider the Army as an occupational field, while the other two said they either probably or definitely would consider the Army as an occupational field

Types of careers they have considered:

- All those participants who were in high school planned on enrolling in college and majoring in a specific field
- All of the participants who were high school graduates had no definite career plans. These were the individuals who had seriously considered enlisting in the military

Factors that are important to them related to their career:

- Money--this seemed to be the primary factor
- Benefits
- Security, stability
- Happiness (i.e., something you would enjoy doing)
- Advancement
- Self-satisfaction
- Sense of accomplishment

Sources of information/influence about careers:

- Teachers were the primary influencers

Determinants of participants' career choice:

- Participants seemed to consider both emotional components (e.g., they would enjoy a certain type of career) and objective components (e.g., money, benefits, security, etc.)

- All of those participants who had decided on a specific career seemed to have had a good past experience that was related to that specific field

Eight participants had considered joining some branch of the military. The reasons they gave for considering the military were:

- Several participants could not decide what they wanted to do, however, they finally decided against the Army because it would change their lifestyles
- Some participants had considered the military as a means for obtaining educational money, however, these participants felt that if they did enlist, it would take too much time out of their lives
- A few participants had considered the military as a way of obtaining benefits for their dependents
- A few participants considered enlisting in the military after receiving poor grades in school

Positive perceptions of the Army as a place to work:

- Good pay
- Ability to select your own field
- Good benefits (e.g., medical expenses)
- Good educational benefits
- Opportunity to travel, meet different people
- Opportunity to obtain discipline

Negative perceptions of the Army as a place to work:

- Monotonous schedule, too organized
- Too much discipline
- Possibility of being killed (Note: this group did not think the U.S. would be involved in a war in the near future)
- Separates you from you family and friends
- Haircuts
- Must endure basic training
- Not seen as the most advantageous place to raise a family due to the required moving (i.e., no stability)

Sources of information about the Army:

- Primary sources of information were friends and relatives who had prior experience in the military. Overall, friends and parents told participants not to enlist

Comparison of the Army with the Navy, Air Force, and Marines:

- Participants perceived the Air Force as offering better benefits and training
- The Army was seen as offering limited technical skills, whereas the Air Force was seen as offering the best technical skills

Things the Army could offer that would positively influence the participants to consider enlisting:

- Ability to bring your family (e.g., son or daughter) with you
- Reduction in the amount of paperwork required for enlisting
- Reduction in the difference between the amount of educational benefits given to a high school graduate versus a non-high school graduate
- Segregation of those individuals who are more intelligent from those individuals who are not as intelligent
- Reduction in the amount of time required for advancement

Comparison of civilian life with Army life:

- Participants perceived a greater opportunity for advancement in a civilian job, however, they did see unlimited advancement in the Army which was not true for a civilian job
- The Army was seen as a good way to save money, since food, shelter, and medical expenses are provided
- The Army was perceived to have better benefits than a civilian job
- The Army also was seen as offering more responsibility and adventure than a civilian job

Contact with a recruiter:

- Eight participants had some type of contact with the recruiter. Two participants actually went to a recruiting station

- Participants tended to see the recruiter as a salesman who only pointed out the good aspects of the military. Recruiters seemed to tend toward a high-pressure approach
- Participants said that the recruiter did not really influence them one way or the other

APPENDIX E

FOCUS GROUP SUMMARY - BALTIMORE, MD

SUMMARY OF BALTIMORE FOCUS GROUP FINDINGS

Current occupational status of participants:

- Six participants (4 males, 2 females) were high school seniors. On the screener questionnaire, three of these six participants said they would probably not consider the Army as an occupational field and three said they may or may not consider the Army as an occupational field
- One participant (female) was just working. On the screener questionnaire, this participant said she may or may not consider the Army as an occupational field
- Three participants (3 males) were in community college. On the screener questionnaire, these three participants said they may or may not consider the Army as an occupational field

Types of careers they have considered:

- With one exception, all participants had already decided on some type of future occupation. Occupations considered by the participants included: lawyer, cosmetologist, secretary, electrician, supermarket manager

Factors that are important to them related to their career:

- Money--this seemed to be a primary factor
- Happiness (i.e., something you would enjoy doing)
- Financial security
- Challenge
- Responsibility
- Sense of accomplishment

Sources of information/influence about careers:

- Teachers and parents were the primary influences. Another major influence was specific classes that the participants took in school in which they excelled

Determinants of participants' career choice:

- Participants saw the type of field you planned to go into as the primary factor determining whether you would go to college, work, or enlist in the military
- Participants said they weighed the pluses and minuses of their various career options.

Positive perceptions of the Army as a place to work:

- Fun to travel, the adventure of seeing different places
- Money is good, if you have no other options
- Educational benefits allow you to learn different types of trades
- Benefits (e.g., medical benefits) are good
- Helps you decide on a career by allowing you to get a better perspective of different trades
- Good way to meet people
- Provides discipline
- Provides good physical conditioning

Negative perceptions of the Army as a place to work:

- Restricted way of living--no variety in your schedule
- Must follow orders at all times
- Chance of war increases your chance of getting killed (This was a big concern to participants. Even though there is not a war, participants said that you could still get killed protecting another country.)
- Inability of leaving the Army if you don't like it
- Not seen as a decent place to raise a family

Sources of information about the Army:

- Primary sources of information were friends and relatives who had prior experience in the military. Overall, friends and family did not relate very positive experiences about the Army

Comparison of the Army with the Navy, Air Force, and Marines:

- Friends and relatives told participants that they Navy and the Air Force were the best branches of service
- Participants saw the Army and Marines as only being able to teach you combat skills. The Air Force and Navy, on the other hand, were seen as being able to teach you technological skills

Things the Army could offer that would positively influence the participants to consider enlisting:

- More money
- More freedom
- Higher rank
- Reserves where you could go for a short period of time and then be allowed to go home
- No obligations to stay in the Army
- Clean up their publicity (i.e., remove homosexuals from the Army)
- Allow you to spend more time with friends and family

Comparison of civilian life with Army life:

- The Army was seen as a good way to save money, since your food, shelter, and medical expenses are provided. However, although participants agreed that you could make more money in the Army in the short run, they said a civilian job would provide more money in the long run
- The biggest advantages of civilian life over Army life were:
 1. The freedom offered with regular employment (e.g., ability to go home at night)
 2. The ability to advance to a higher position
 3. The ability to make more money
- Participants saw the Army as a good option only if you wanted to learn electronics. The majority of participants would rather take a part time job or apply for a scholarship than enlist in the Army for the educational benefits

Contact with a recruiter:

- Several participants received telephone calls or letters from different branches of the military. Participants agreed that the recruiters' tactics were high-pressure at times and that they saw the recruiter as only pointing out the positive aspects of the military

APPENDIX F

FOCUS GROUP SUMMARY - KANSAS CITY, KS

SUMMARY OF KANSAS CITY FOCUS GROUP FINDINGS

Current occupational status of participants:

- Six participants (3 males, 3 females) were high school seniors. Of these, two females were employed (one as a secretary, one as a cosmetologist), and one male was employed (in fast food service)
- Two participants (both males) were high school graduates. One was employed in auto sales. The other, enrolled in a junior college, was employed part-time as an auto mechanic

Types of careers participants have considered:

- All those enrolled in higher education or planning to enter same expected college to eliminate their indecision regarding career choices
- Only one college-bound participant had a specific goal in mind, viz., accounting
- Career choices considered by participants included cosmetologist, bar and grill owner, sporting goods store owner, airline stewardess, basketball coach and police officer

Sources of influence/information in the career decision process:

- Most participants indicated that positive and encouraging classroom experiences played a key role in their career decision process
- Family members sharing their own career experiences (both positive and negative) carried great weight with the participants
- Those participants who wanted to be self-employed expressed an unwillingness to take orders from others, as well as negative experiences in dealing with managers and business superiors

Important career-related factors:

- Money--the first and foremost consideration
- Satisfaction--includes absence of regret for one's career choice, and opportunities for personal excellence
- Personal growth--the opportunity to meet one's goals
- Benefits
- Job security--includes assurances that one will not be phased out of a job as a result of one's age

- Stability--includes assurances that one may refuse undesired transfers
- Personal freedom--the ability to set one's own goals and schedules

Consequences of a career decision:

Army Enlistment:

- Offers opportunity for personal discipline and maturity
- Enlistment can make one more attractive to an employer or college admissions officer
- The required postponement of college enrollment or other plans is a strong disincentive

College Enrollment:

- Offers great opportunity for personal freedom and discovery
- Provides best employment opportunities

Civilian Employment:

- Allows for the most options, e.g., one is free to quit (unlike military service), one is free to attend college, if one so desires

Perceptions of the Army as a place to work:

- Army is appealing as a place for paid, on-the-job training
- Provides for most personal expenses, e.g., housing, food, etc.
- Encourage self-discipline and high standards
- Allows little or no control over where one might be stationed
- Army is uncompromisingly rigid
- Army is a dangerous place to work, even in peacetime
- Army does not always provide the job or training promised
- Army is not a good place to raise a family

Awareness of and appeal of Army benefits/incentives:

- Several participants had a detailed knowledge of the G.I. Bill and Army College Fund. All viewed Army as a place of last resort for college funding. Most would rather work their way through school than enlist
- A shortened tour of duty was suggested as a means of attracting recruits
- Highlighting opportunities for travel was suggested as a means of attracting recruits

Sources of information/influence regarding the Army:

- Most participants had relatives with prior Army experience. All of these veterans offered either neutral or strongly negative support for an Army enlistment decision
- All participants, but especially the males, had received much recruiting literature in the mail

Comparison of Army with Air Force, Marines and Navy:

- Air Force was perceived as offering more technical training and better salary than the Army
- The Marine Corps was perceived as the most prestigious and selective of all the armed forces. The Army was perceived as the least selective

Influence of Recruiters on participants:

- All the male participants were contacted (some described it as being "harassed" rather than "contacted") by recruiters. Recruiters were met with consistently negative reactions. They were perceived by the participants as being high-pressure, less than forthright salesmen who did not have the best interests of the prospects at heart

APPENDIX G

FOCUS GROUP SUMMARY - BOSTON, MA

SUMMARY OF BOSTON FOCUS GROUP FINDINGS

Current occupational status of participants:

- Four participants (3 males, 1 female) were high school seniors. Of these, the female was also employed part-time
- Five participants (4 males, 1 female) were high school graduates. Of these two males were employed by a print shop, one male was employed as a truck driver, and one male was unemployed. The one female was working her way through college

Types of careers participants have considered:

- Several participants had little or no clear career preference. Most of these were planning to attend college, with the hope of finding there a suitable career goal. Only one college-bound participant had a clear goal in mind, viz., personnel management
- The two participants presently employed by the print shop were content to remain there. The participant employed as a truck driver expressed no career ambition beyond his present position
- The participant presently enrolled in college was studying to be an electrical engineer

Sources of influence/information in the career decision process:

- Most participants reported that their parents encourage them to pursue higher education
- One participant reported that her high school guidance counselor had introduced the possibility of a career in management to her
- One participant conducted her own research into her chosen career field of electrical engineering

Important career-related factors:

- Money appeared to be the most influential factor for all the participants
- Satisfaction--includes the ability to set one's goals and priorities with a minimum of effort, commitment, and accountability

Consequences of a career decision:

Army Enlistment:

- The consensus of the participants was that enlistment implies a willingness to put one's life at risk without sufficient cause or compensation

College Enrollment:

- College experience makes one more attractive to an employer
- College can be a source of stress and anxiety
- Full-time college enrollment was seen as requiring that one forego the salary of a full-time job for four years

Civilian Employment:

- Immediate civilian employment was perceived by most participants as the most direct way to earning the amount of money that one might desire

Perceptions of the Army as a place to work:

- Army was seen by some as appealing as a place for paid on-the-job training
- Army was perceived as offering salaries that were incommensurate with civilian salaries
- Army was perceived as being an unsafe place to work, where fatal accidents are common
- Army was perceived as requiring an unacceptable loss of personal freedom

Awareness of and appeal of Army benefits/incentives:

- While several participants seemed to be aware of packages offered by the Army, most tended to doubt the veracity of the incentives that the Army provides
- Several participants suggested that a shortened tour of duty would be a strong incentive for enlistment

Sources of information/influence regarding the Army:

- Recruiters and commercials provided the participants with most of the information they had about the Army. The participants questioned the truthfulness of these sources

- Some participants had family members with prior military experience. All related strong negative reactions

Comparison of Army with Air Force, Marines, and Navy:

- All participants ranked the branches of the armed forces in descending order: Air Force, Marine Corps, Navy, and Army

Influence of recruiters on participants:

- Participants reported no positive influence on recruiters

APPENDIX H

FOCUS GROUP SUMMARY - ATLANTA, GA

SUMMARY OF ATLANTA FOCUS GROUP FINDINGS

Current occupational status of participants:

- Five participants (3 males, 2 females) were high school seniors. Of these, one female was employed as a waitress
- Three male participants were enrolled in junior college. Of these, one was employed as an assistant manager of a night club

Types of careers participants have considered:

- Three male participants have considered careers in engineering
- Other career choices considered by participants included: personnel manager, night club manager, cinematographer, and architect

Sources of influence/information in the career decision process:

- Family members sharing their own career experiences (both positive and negative) carried great weight with the participants
- Some participants investigated literature on a variety of career options

Important career-related factors:

- Satisfaction--including a sense of accomplishment and responsibility, and being with likable co-workers
- Money
- Security
- Service to one's country (especially in times of national emergency)

Consequences of a career decision:

Army Enlistment:

- Encourages maturity
- Allows one to save money, i.e., most personal expenses are provided
- Limits one's freedom and separates one from the mainstream of society

College Enrollment:

- Affords one the time and environment to mature
- Improves one's job opportunities

Civilian Employment:

- The consensus was the taking a job without having a college background limits the possibilities which college makes available

Perceptions of the Army as a place to work:

- The Army was perceived as a place that stifles freedom and creativity
- Some participants said that the Army can instill discipline, efficiency, and organizational skills in the work place
- Many participants believed that the Army was not as exciting and adventurous as its commercials depicted it to be

Awareness of and appeal of Army benefits/incentives:

- Several participants had a detailed knowledge of the G.I. Bill, the Army College Fund, and some veterans' benefits programs. Most viewed the Army as a place of last resort for college funding
- Some participants suggested that military enlistment would be more appealing if more respect were given to soldiers and to veterans by society

Sources of information/influence regarding the Army:

- Family members were the prime source of influence regarding an enlistment decision. Most parents of the participants were neutral in their influence, but did recognize the Army as an important source of college funding
- Siblings of the participants were either strongly positive or strongly negative in their attitudes toward the Army. Those who were strongly negative had prior military experience, those who were positive did not
- All participants were very familiar with Army commercials, but questioned their veracity

Comparison of Army with Air Force, Marines, and Navy:

- The Air Force was perceived by some to be more appealing because it offered more opportunities to fly

- The Marine Corps was perceived by most to be the most prestigious branch of the armed forces
- The Navy was perceived as offering the most technical training
- The Air Force was perceived as being the least disciplined of the armed forces
- The participants believed that the Army offered the most money for college funding and offered the highest salaries of the armed forces. They believed that the Army offered the highest salaries because Army jobs were the most dangerous

Influence of Recruiters on participants:

- One participant claimed that he met a recruiter who was confrontational and who badgered him on the phone
- Recruiters were met with consistently negative reactions. They were perceived by the participants as being high-pressure, less than forthright salesmen who did not have the best interests of the prospects at heart

APPENDIX I

TRANSCRIPT - COLUMBUS, OH FOCUS GROUP

OHIO GROUP

Columbus, Ohio
December 5, 1986
PAR Technology
Department of Defense Research Group

DZ: I work for a company called PAR Technology. We do research and career decision making and that is why I am here tonight. I want to get your opinions and ideas about what you consider when you are making a career decision. I am not going to try to influence you one way or the other tonight. Some of you probably have already decided what you are going to be doing in the near future or the long term future for that matter and I don't want to influence you one way or the other. The focus group session tonight is being supported by the Department of the Army. I want to emphasize I am not a recruiter. I am not going to try to get you to sign up or anything so you don't have to worry about that. The Army would like to be able to get bright, young, intelligent adults such as yourselves. So they are interested in, I was just telling them I was working for a company that does research and career decision making and that is what we are going to be talking about here tonight is what things you consider important. What you think about when you are trying to decide on a career. The session tonight is a focus group session. You may or may not have been in this type of group before. What I am going to be doing is throwing out some topics and questions and I would like you to feel free to give me your opinions and ideas on the topics I throw out. If, for example, that Jeff says something and Angela disagrees with it, I would like Angela to tell me, speak up and feel free. There are no right or wrong answers here tonight. I want you to have fun tonight, for you to laugh and be perfectly candid in your responses. Everything said tonight is private. It's confidential. Nothing is going to be linked back. You won't hear from us again, probably every again. You may have noticed these little things, yea, those are mikes there, so if you can prevent banging on the table like that because it picks up pretty sensitive and the reason they are there is because we are taping tonight's session so that I don't have to sit here and write notes, take notes all throughout.

GUY: When did you turn it on? As soon as we came in here.

DZ: No, we haven't been recording. That is just to help me so I don't have to sit here and take notes. In addition, there is one-way mirror behind me. My partner is back there and she is back there more or less monitoring my behavior. If I miss something important, she probably will slip a note under the door or just pass me a piece of paper and say "Well, why don't you ask them this or pursue this?". You don't have to worry about her either. Are there any questions? Okay, what I would like to do is, first of all, I would like to go around and ask people to tell me if you are in high school or if you

are in college, what high school you go to or college or if you are working and whether you are living at home. Give me just your first name, that's fine. We will start with you Jonathan?

JONATHAN: Well, I am out of high school. I am supposed to go to college but I haven't and I am working and still living at home.

DZ: Okay.

Yvette: I graduated last year. I don't go to college and I live at home.

DZ: Okay. Oh, excuse me, are you working?

Yvette: No, I don't work.

DZ: Okay.

JEFF: I'm Jeff. I am a senior at Johnson High School. I don't work and I live at home.

DZ: Okay.

LONNY: I'm Lonny and a senior at Johnson now and I live at home and don't work.

DZ: Okay.

Tracey: I'm Tracey. I'm a senior at West Jefferson High School. I do work.

DZ: Where do you work at?

Tracey: Chicken and Bisquits.

DZ: Okay.

Sandra: I'm Sandra. I am a senior at West Jefferson High School and I work (inaudible).

DZ: Okay.

STEVE: I'm Steve and I am a senior at West Jefferson High School and I don't work.

DZ: Okay.

ANGELA: I'm Angela and I'm not in school, but I work in a nursing home.

DZ: Oh. Okay.

MARTIN: I'm Martin and I graduated and I don't work.

DZ: Okay. What I would like to do now is go around one more time and ask you what kind of careers have you considered or what do you plan to do with your life in terms of a career. Jonathan, do you want to start off? You know, if you haven't made a decision, what have you considered. What options have you been thinking about. You don't have to be definite on any one of them.

JONATHAN: I plan on going to college. I have put it off for about a year so I would have a chance to go to California, go to school, play basketball but I fell through major difficulties, but I plan on going to school. I have a few different categories I might want to major in. One, I was going to CA and major in was journalism.

DZ: Ok.

Yvette: (Inaudible).

DZ: Ok. That's why you want to join. OK. Do you know what you want to do in college once you get out of the Marines? Computers? Ok.

Jeff: Well, I was considering engineering, electrical, but doing calculus is kind of steered me away from that, cause I don't understand that and if I was to do that the rest of my life, I don't want to do it, so I'm not sure now, but I was thinking engineering. I like, I was thinking maybe, leaning toward architecture, if I can do that, but my my math, I don't know (inaudible).

DZ: Ok. Lonnie.

Lonnie: I've been thinking about business contracting and real estate and realty, that's what my father does so I want to do what's he taught me.

DZ: Right.

Lonny: So that's kind of what I've been thinking.

DZ: Ok.

Tracey: Well, next year I want to go to Audobon next year and major in business administration and get into advertising.

DZ: Ok.

Sandra: I want to go to college next year and hopefully major in biology, maybe get into geology or archeology or I don't know....kind of both ways.

DZ: Some kind of science it sounds.

Steve: I want to go to college and ... possibly Ohio State and I want to major in architecture.

DZ: Alright.

Angela: I just umm grow old and retire.

DZ: Have you considered anything else other than growing old and retiring?

Angela: No, maybe some (inaudible) and that's it.

DZ: Ok.

Martin: I'm kinda out in the open right now. I was thinking about the Army, it's kinda out in the limb right now. Just doing that.

DZ: You haven't decided yet what you want to do. Ok. Can any of you tell me how you decided on what you want to do for example, how did you decide, Sandra, that you wanted to go into Science. Why? What process did you go through that you made you decide that, well, that's the career I think I'll go for.

Sandra: Well, when I got in high school, we had a really good biology teacher. She took us to the college level biology and she really drilled it into us, but I seemed to pick up on it, and you know, so I got ... easy As, I didn't have to study in science and it really started (inaudible) animals, the live sciences, and

DZ: Ok, how about the rest of you? Jeff, you mentioned engineering?

Jeff: Well I use to think the math part was really interesting and I could handle that but then I took law and I found it got harder and I couldn't understand it so I don't really know now but as far as architecture I was always, like, when I was in Junior High, we worked in our shop group, drawing working drawings and how to construct things, and that interested me and I thought I could handle that and the math would go along with that, but I'll have to see now.

DZ: Ok, how about the rest of you? How did you decide, Tracey?

Tracey: Well, ok, well, I was first for about two years I was thinking along the lines of meteorology, but my math grade was my downfall and algebra too, I just didn't have anything, (inaudible), just not do it - she knows I couldn't do it, so I just you know, I'm, I've always done really well in writing and putting ideas together and I thought about business because, you know, business will always be there and I could Advertising, it sounded good and I've done some research into it and it looks like a good field.

DZ: So it sounds like you're good at writing and you thought that could be applied to advertising. Ok. How about you Lonny?

Lonny: Well, I've just always been around construction work and my dad has taught me a lot of things, and I think --- I don't think I could go to college for four years, so I think I'd rather put my hands to use instead of more labor of the mind I guess.

DZ: So you think your father kind of influenced you in some ways to ... you know ... you like what he's doing, is that kind of how you decided, well, hey, I think I'll do that. Ok. How about you Yvette, you said you wanted to go into computers if you got into school.

Yvette: Yeah, that's what one of the main things.

DZ: Is that the main things that you're going in, or do you have an interest.

Yvette: Yeah. I could type a little, it's alot like typing, and uh, you know, there's a lot of jobs open for people working with computers.

DZ: Ok. Steve, how about you, haven't heard from you.

Steve: Well, I've always thought that architecture was kind of interesting and I've looked into it and it's pretty good, and I'm good in math, and I like to design things too, and that had a lot to do with design, so I though it would be pretty good.

DZ: Was it school that classes you've taken, that ...

Steve: Well, in math, yeah, but, not I've not had any design classes in school.

DZ: Ok, do you have friends that design, or

Steve: Yeah, I got friends that I like to, you know, designs and different pictures of ... you know, what houses might look like.

DZ: Ok, so that's kind of like almost a hobby in some ways?

Steve: A little bit.

DZ: Martin, how about you, you haven't decided, has there been anything that you've been considering that ... some options?

Marlin: Not really, I've been trying to decide, just working jobs regularly around here ... not regularly, off and on.

DZ: Ok. Jonathan, you have anything to say here, how did you decide, you know, you said you were gonna put school off for a year.

Jonathan: Well, I didn't ... probably did that ... you know ... I'm planning on going to school I guess for four, I don't know, I was thinking about the joining Guards because they have been sending me alot of things .. there were a lot of different branches in the Armed Services and sending me things every since I was in high school and they still are and the Guard pays your whole full college, you know, it pays, you know, the whole thing, so I was thinking about that and I like writing, I liked writing every since I was young. I wrote everything songs, the poems, to stories, so you know, I think I'd like to be a journalist.

DZ: Ok. Alright, I'd like to find out what things are important to you when you think about a career, is it the money, is it responsibility, what are some things that are important to you?

Martin: Money. Type of work.

DZ: Type of work. Ok, what are some other things?

Tracey: Security, like insurance, and benefits, and stuff like that. it's important in case you get hurt when you're on the job you know.

DZ: Ok.

Lonny: Something you don't want to do for the rest of your life ... something you want to be happy with doing it for the rest of your life.

DZ: What else, what are some other things that are important to you?

Tracey: When you work with people you like ... that you can get along with. It would be kind of hard if you're working with people that don't like you, you're difficult, and that way that would make you not enjoy your work.

Angela: You would always be learning something new.

DZ: Something where you're learning things. Ok. That's important.

Jeff: Advancement. Being able to advance in whenever you're doing at the time.

DZ: Right, and not stuck in the same position.

Sandra: Self-satisfaction in what you're doing ... I mean, if you're able to accomplish a goal, you set a goal like maybe you want advance to maybe manager or something and you get up there and self-satisfaction, just on what you're doing.

DZ: Ok. Anything else? Ok. What I'd like you to do is, what's most important to you? Give me the first ... the top two, let's say, two things that are important to you. Lonnie, what's important to you? Top two things. What would you look for in a job?

Lonnie: Money and authority.

DZ: Authority. You wanna tell people what to do, ok. How about the rest of you?

Angela: Pay and benefits.

DZ: Pay and benefits. Steve, what's important to you?

Steve: Well, if the job is interesting, cause you know if it gets

boring you won't want to do your job, you know, and probably money.

DZ: Ok. Sandra?

Sandra: Whether you like it or not and money. I think, like advancement, like if you get advancement, generally you're gonna get a pay raise anyway and benefits.

DZ: Ok, how about you Jeff? What's important to you.

Jeff: Stability in the job .. knowing you're gonna have one and being able to have it then ... money, I guess, because you have to have the money to survive.

DZ: Ok.

Jonathan: Advancement, to know I'll be happy doing what I'm doing.

DZ: How about you Martin?

Martin: Money and happiness with it.

DZ: Ok, Alright, there's some differences. Money seems to be a common thing here. Ok. How did you find out about your careers, I mean, the big influence, was it your parents, your friends, somebody that you knew do the job. I know Lonnie, it sounds like your father had a big influence on what you plan on doing as a career. What about the rest of you? Was it family, friends, teachers, who was it that you know....

Angela: My mom told me not to go to school, so I went.

DZ: Is that because you just wanted to rebel against your mother or...?

Angela: No, because that's what I wanted to do. She kept telling me, "you're not going to like it." And so I just went on and I liked it.

DZ: Good for you. How about the rest of youK?

Sandra: Teachers.

DZ: Teachers. Jeff, you're shaking your head, does that mean yeah, teachers?

Jeff: Teachers.

Yvette: I decided myself.

DZ: You decided yourself and you had no influence, you just said I'm gonna get some money from the, what was it, the Marines, reserves, and go to college.

Jonathan: Just me. Nobody. If somebody is going to have to

influence me, most of the time, I mean, what I would do is the opposite of what they want me to do.. So, I have to decide for myself.

DZ: Ok. Have any of you ... what's your ... let me ask, what's your perception of Army life? Army as a place to work? What's your perception of that?

Martin: I kind of like it myself.

DZ: Why is that? Why would you like to be in the Army as a place to work?

Martin: The pay is good and you don't have to worry about no wars, really; if it came down to it, you could look forward to a bomb.

DZ: Ok.

Martin: And you could pick out a career you wanted like (inaudible).

DZ: Ok.

Angela: I don't like it cause they try to make a fool out of you.

DZ: How do they try to make a fool out of you?

Angela: Well, the way I see it on TV, they holler at you, scream at you....

Martin: (You watch too much tv)

Angela: It's just terrible the way they treat people, so I don't like it.

DZ: Alright, how about the rest of you. What kind of place do you think the Army would be to work?

Tracey: Too organized.

DZ: What do you mean by too organized?

Tracey: You have to follow a certain schedule every day, you know, and if you do, but, you know, you have to fold your sheets a certain way, day after day after day, it's the same routine, you brush your teeth at fifteen hundred and its not fun.

DZ: Ok. How about the rest of you? What do you think the Army would be like? Lonny, what do you think?

Lonny: Well I think it sounds like a pretty good deal, I don't think I would be interested in it though.

DZ: Why?

Lonny: I just basically want (inaudible)

DZ: Too organized?

Lonny: Yeah, I think it can get a little monotonous for me I think.

DZ: Jeff, you're shaking your head, is that how you feel?

Jeff: Kind of, well, I don't know the ... I was going to say, but it's a little strict in the Army, and I think it would be a lot more strict than anything else, but you know, it has its advantages and disadvantages. It just depends on whether you like to be real organized and do the same thing over and over or not and its just, I don't know if I would like to do it or not, I'm not really sure right now.

DZ: Ok. Yvette, how about you?

Yvette: Well, I don't know. This is what I see on TV. When I call to the people down there, they make you sound like it's fun and they don't make you seem like its all that bad.

Angela: I know, they told me it was fun too. That's cause they are in the Army

Martin: Yeah, and right after boot camp, you just go into a regular job, day-by-day, like you're doing out here, maybe somewhere else in a different state or city or something.

Jonathan: Yep, after 8 hours....

Martin: You can move off the base ...

Jonathan:....After 8 hours of work, then, the rest of the day is yours.

Martin: You just can't smoke.

Jonathan: To me it's an adventure. I'm an adventurer and I'll probably go through it. So I probably think the decision to go....

DZ: So you think it sounds like a good place to work at?

Jonathan: Well, I'm the type of person who don't listen to nobody. AND I know that ... you know,, I think they can, you know, put a little discipline on me which I need because I'm pretty wild, you know.

DZ: Ok. ALright, so what are some of the pcsitive things about the Army you can tell me. You said adventure, they might give you some discipline...

Jonathan: The benefits. That's what..... the benefits, travelling,

Tracey: You're like like. Like if you're a family, and if you live on base, a friend of mine has lived (she an Air Force brat) she has lived in the Air Force, they have taken care of all the medical expenses, dental expenses, school expenses, and everything.

DZ: Ok, that's a good benefit.

Jeff: College, GI bill.

Sandra: Take care of the wives and stay home.

DZ: How do they do that?

Sandra: They send the money home.

Jonathan: Yep, if you're married, you get double, right??? -- so instead of about \$516.00 a month you'll get about \$1200.

Martin: And if you got some kids, they gotta live too, so, yeah.

Jonathan: If I go into the Army, I'm getting married, I mean you get more money if you're married.

DZ: You want more money, so you'd get married? What's some other positive things about the Army?

Martin: Travelling for free

Jonathan: Meeting different people

DZ: From all over.

(INAUDIBLE)

DZ: How does the Army compare to, say a civilian job in terms of the benefits, for example, money, health insurance, or those kind of benefits, how do you feel the Army compares to the civilian world?

Sandra: Much better, they take care of you, they pay everything. Like private industry, they do some but they can't do things the government can.

Jonathan: Just like you get alot of advancements, you know, you can start off at 500 and something, you know, person coming on in, not married, but, you know, after you move up, what they call them, G1, G2, G3, G4, all the way up, that's more money each time you move on up.

DZ: Do you think you'd move faster than you would in a civilian job?

Jonathan: I don't know. Yeah. It depends.

DZ: Ok. What about the rest of you. How do you think the positive aspects of the Army compare with what you get in the Civilian World?

Angela: You don't have to deal with the people in the streets.

DZ: What do you mean?

Angela: You just don't. You just stay on the base and lie in your own bed, and you don't have to see the people outside.

Jonathan: No crime.

Angela: Yep, no crime.

DZ: Ok, anything else you can think of? Ok, what are some negative aspects about the Army. What things don't you like about the Army, or what you think Army life is like?

Angela: The men can't open the door for the women.

DZ: The men can't open the door for the women???

Martin: Basic training.

DZ: Basic training.

Lonny: Haircuts

DZ: Haircuts. What else? What else is not so great about the Army?

Steve: The discipline's pretty bad too.

DZ: Right.

Steve: Sometimes,

DZ: Jonathan needs it. ha ha.

Jonathan: Sometimes, people who have seniority try to use it too much, you know, they try, you know, they get a little bit...they discriminate, a little bit, just because they have that seniority, so you know, I have to handle, I have to sit and abide by it but you know, I hope, I can deal with rules as long as, if I break a rule, then I broke a rule, if I know I'm wrong, I'm wrong, but if I feel they're wrong, either you or I, it's hard for me to not tell them that they're wrong. It's very hard for me.

Sandra: I think having the feeling that you know they could ship you off to another country. Try to defend something that maybe you don't think or you're not supposed to or you think that you shouldn't be in to or something like that, it's just, it's just, it's spooky kinda.

DZ: I can understand that.

Jonathan: Like oil companies.

DZ: Is there other negative aspects you can think about in the Army.

Angela: Yeah, you always have to wear your uniform.

DZ: Is that true, do you ???

Jonathan: No.

Angela: Yes you do.

Jonathan: Just until after basic training.

Angela: That's a long time through basic training

Lots of mutter here

Jonathan: Six to eight weeks.....

Angela: No, if you get to leave, you got to keep your uniform on.

Jonathan: Where you going then?

Angela: You can't get

Jonathan: BE PROUD!

Angela: and you can't, if you meet somebody in civilian life, you can't ride in the car with them, you have to catch a cab. This is true, thank you. My friend just came back from the Army and she told me she was in basic training.

DZ: Ok. So you're kind of segregated, it sounds like, when you're in basic training.

Angela: Yeah, but she stuck out and took her regular clothes.

Martin: It ain't too bad for a dude though, you know, where you're going. Most women like men in uniform.

Angela: Yeah, and you go out and they'll go to those bars, and those women in youralls mind and there you are.

Jonathan: It's not that easy.

Angela: Ok, that's what the rest of those guys (inaudible).

Jonathan: All the rest of those guys in Viet Nam got babies, right?

DZ: Ok, is there anything else that you can think about that you wouldn't like probably about Army life? You mentioned quite a few things here.

Tracey: It more like that, you know, without much notice, like, (inaudible) could occur, you know, and you could be killed, or something. I mean it's scary.. It could be something and you couldn't say goodbye to someone, I mean (inaudible) Like it's really touchy over there, like someone got killed not too long ago. (inaudible)

DZ: Right.

Angela: You don't get to see your family and loved ones, you leave them back home.

DZ: That brings up the next question I have, how do you thinkg the Army, what kind of life do you think the Army would be if you had a family? You know, if you ere married and you had a family and you were in the Army? How do you think, would it have an influence on your family's life or?

Tracey: Evelyn, my friend, is a wild, she's wild, like she's tries to rebel because you know she grew up with a lot of discipline ... and everything, she's just not....

DZ: So, she's kinds of responding against all kinds of discipline, or she's grown up with. Does she see that as negative, say, you were in the Army and you had children,

Tracey: Oh gosh, I wouldn't want to raise them on base. It's awful.

DZ: Ok, how about the rest of you? What do you think it would be like if you had a family and you were in the military?

Jonathan: Moving, you know, you can't stay in one spot, you hve to break up your friendships, you make new friends some place else, it would be kind of hard for the kids.

Tracey: Evelyn, she does move a lot. She was born in Japan, she's lived in Utah, she's been in Illinois, um, in Germany, different places around Europe, but she's....

DZ: So they don't have stability?

Tracey: Yeah, she like, she's like her grandparents live two doors down from me and it's like, you know, she's here for the summer, she stayed, she had, she has friends that will always be there, she feels secure there.

DZ: Ok. What about the rest of you? What do you think it would be like? Steve, I haven't heard from you?

Steve: I don't really know 'cause I've never been in the Army, but, I don't know, probably wouldn't you have to go where they would tell you, you know, if they ship you someplace, you couldn't, I mean, you have to live on the base I suppose.

DZ: Do most of you see that as the biggest disadvantage in the fact that you have to move alot, the family, pulling up roots?

Lonnie: I wouldn't want my family moving around that much. I would want to have solid roots.

(INAUDIBLE)

DZ: I guess it depends on what kind of family you want. Ok. On the things that you mentioned that you'd like in a job, for example, money, responsibility, how do you think the Army compares to, say, a civilian job? Let's talk about money first. How do you think the Army compares with the civilian world in terms of money?

Tracey: Better.

DZ: Sandra you s.....

Sandra: Pretty well, I mean the government pays, you get a job with the government, they're probably handing you money, I mean, my brother had a job with the Ohio Department of Transportation in the government, sat around most of the time playing ????yougur???? and go paid \$4.50 an hour. I mean, if that's anything like it is in the Army, I mean, they're just throwing their money away, it seems

DZ: Ok, what about the rest of you, how do you think the say, the Army would compare with a civilian job in terms of money?

Tracey: I don't know, I think it would probably less than, like in a civilian job you have advancement, advancement would probably be a little bit easier than military because, I mean, competing to be officer and commander....

DZ: So you think you can get ahead faster in civilian life?

Tracey: It's a little easier regardless of (inaudible) a little faster in civilian life.

DZ: OK.

Jonathan: I think when you first get in the service, it ain't no better than a civilian job, just a minimum wage, you know, working 40 hours a week, it's not that much better, really, until you start moving up, I think the advancement would be a little faster than a civilian job.

DZ: Ok. So you think it would be faster?

Jonathan: A little bit faster, yeah. When you first start off it be kind of slow though.

Jonahtan: But you have a lot money saved up, I mean, after, the time when you're in basic training you know, you can't do nothing that money but save it, and so (inaudible).

DZ: Right.

Jonathan: You know, I know, you save up a small fund!! HA HA HA

Lonnie: Usually, in the Army, you always have some where to advance, there's always an advance, you know, you can always move up the line. In a lot of civilian jobs, you know, you can only go so far....

DZ: That's true, that's true.

Lonnie: it depends alot, probably, on the individual, how ambitious they are, if they want to go so high and then stop, or just keep on going up.

DZ: Ok.

Jonathan: Plus, if you want to re-enlist, you just keep on moving up. You get a bonus for that.

DZ: Ok. How about some other things? What about responsibility? Do you think there's a difference between, say, the Army and civilian life?

Jonathan: Yeah.

DZ: You do?

Jonathan: Definitely.

DZ: In what way? How do you think they're different?

Jonathan: You're responsible for your country. HA HA. I don't know, you have to be responsible. They you know, once you get in they teach you to be responsible, you know, if you're not, you're gonna be, if you are, you're already gonna be more responsible, if you're not, they're gonna make you responsible.

DZ: You think you'll have more responsibility in the Army?

Jonathan: Uh hum. They're gonna be watching you all the time so, you know, the're watching what you're doing, so you got to, you got to go on and do what they say, you got to watch what you're doing cause, they, they, they watch you, they watch you close. Their eye on you.

DZ: What about the rest of you? How do you think the Army is in

terms of responsibility?

Lonnie: I think they take some of the person's responsibility because they won't let you do certain things, which for some people is good, but it's not how I would like it.

DZ: So you think there might be a little less?

Lonnie: In some ways.

DZ: In some ways?

Lonnie: Yes, because they restrict on what you can do and they're kind of responsible for you when you're in boot camp the way I understand it.

DZ: Ok. How about the rest of you? What do you think?

Angela: I agree with Ronnie.

DZ: Ok. So you think they take maybe away a little bit of responsibility.

Angela: Uh hum.

DZ: Ok. How about some other things, how about adventure? Do you think the Army could offer more adventure than a civilian job, or ???

Lonnie: Yeah, it sounds like it.

Steve: yeah, you can go to alot of other countries and you couldn't really do that in a civilian job.

DZ: Ok. So, ok, sounds like everyone agrees there's more oppotunity for that, OK. How about security? Better and...

Sandra: Yeah, because you always have a job for ya, I mean, they always have a place that will always be able to pay and all that.

DZ: Ok, sounds like you all agree about that. The Army has more security than a civilian job. How about challenge? Challenge as a job, would the Army be better, the same?

Sandra: They expect more out of you. They push, I mean, they push you hard to do what they want but double hard.

DZ: So you think it would be more...

Sandra: Yeah.

DZ: More challenging in the service? What about the rest of you? Do you think the same way? More challenging? Are you agreeing with this or??

Lonnie: I think it would be a challenge, yeah. But, a bigger challenge than I'd want it.

DZ: Ok, you all see the Army as being more challenging. How many of you here have ever considered joining some branch of the military? I know a few of you have. OK. Two, three, four, five, six, seven, eight, eight of you. ALright, everybody here, ok. Some of you have, why did you or why didn't you decide to, you know, join up or enlist?

Tracey: Temporaroy insanity.

DZ: Temporary insanity for joining or

Tracey: Well I don't know, I wasn't you know, I was up after the time in meterology and I could not decide what I was gonna do. I just didn't know what to do. I didn't think anything was going right, you know, my dad suggested, well, if you can't think of anything why don't you go into the reserves or something like that. And I got, I called, like I went and talked to the Army recruiter, and I was going to call about the Marines. Dad does not want me to go to Marines. So I didn't called, you know..

DZ: So the only reason you considered it was because your dad...

Tracey: He suggested it, but then I found business and I thought about it and decided against the service.

DZ: Ok, how about you, how did Sandra?

Sandra: Money for college, I mean, there's things I do like two days a month, two weeks a year, and you get all this money for college, I thought that sounded good, but when I thought about it I couldn't do it.

DZ: Why?

Sandra: I don't know, for college I want to take on a real heavy workload and try to get out of it in three years or something, if possible, and just go on, and I think the Army would hold me back so that I wouldn't be able to accomplish what I wanted to.

DZ: It'd take longer, or?

Sandra: yeah, I think it would because, I mean, I don't know.

DZ: Ok, right, I can understand that. Steve you mentioned you thought about it.

Steve: I thought about going into the Army or Air Force for two years and then maybe go to college and have enough money to go to college. But I don't know, but I'd probably forget everything I learned in high school, you know, by the time I got to college, so, I figured that I had enough money to go to college and I don't know, like get some financial aid something.

DZ: So that's why you thought of joining it, for the educational benefits? And you decided not to because you'd forget what you learned in high school?

Steve: Yeah, I thought it would take too long.

DZ: Ok. Angela, how about you?

Angela: Well, I went to the college fair and we got to see all the recruiters and I wanted to join that National Guard, because they had cute uniforms.

DZ: HA HA HA That's why you really wanted to join?

Angela: I mean they had nice benefits and stuff but they had the best looking uniforms for me and I didn't want to go through the Army cause I don't like green. But I didn't go, the guy he was gonna go and pick me up from school, so I can go take the test and I left school, I just decided I didn't want to go.

DZ: Why? Why didn't you want to go? Why did you decide that no, that's not for me?

Angela: Because it seems like I was probably trying to run away from something, I like just to stay home, I like (inaudible).

DZ: Ok. How about you Lonnie? You said you had thought about it.

Lonnie: Yeah, I was kind of undecided on what I wanted to do and people would always ask me, well, what are you gonna do when you graduate and I always hated it when I didn't have an, you know, a good answer and so I thought about the Army and then the recruiter came to school and kept bugging me and bugging me, and after I had looked at all the stuff, I knew that I would have to change my whole lifestyle if I'd go to the Army and I don't think I want to do that.

DZ: Ok, so you kind of thought about it just because well, I really don't know what I'm going to do, maybe, did you think the Army could help you decide what you wanted to, or,??

Lonnie: Yeah, that's what I thought. I still might think that sometime if I don't get what I want. It's something you can always go back on.

DZ: Right, right. How about you Jeff?

Jeff: That's probably why I'm sort of in that period now, when he was talking well, I don't know what I want to do because I'm not sure about engineering anymore, so and I was going to look into that, start looking into that again and cause the money for college, it goes, I want to go to college, and do something, but I'm not sure what it is and I need the money for that, plus what they said when the guy called me one time that they'd give you, they can train you there and then

have something to fall back on if you don't have a job when you get out of college, so I thought maybe that might be a reason for going in and learning like a second trade or something, but that's about it.

DZ: Ok. Yvette

Yvette: What was the question?

DZ: About, why, well you're thinking about joining the Marine Reserves, right?

Yvette: Yeah, I am.

DZ: You definitely are? Why? Why have you decided to ...

Yvette: Because I'm not doing anything else.

DZ: ...OK, you don't...well that can't just be the only reason, that you know, there's nothing else you want to do, or have you thought?

Yvette: There's nothing else to do, not for me, I'm really too young to do anything else.

DZ: So what do you think they'll offer you when you get in there? What are you looking for? By going into 'em?

Yvette: I don't know, see I don't even know why I'm doing it.

DZ: You don't know why you're joining, you're just joining, huh? You mentioned the educational benefits before, is that... that...

Yvette: That's another reason for it, that's why I'm joining I guess.

DZ: Do you they they'll help you find something that you'd like to do or find a career?

Yvette: Yea, it will. I talked to them and they told me how much you know of your college that they'll pay, and you pay so much (inaudible)

DZ: Ok. How about you Jonathan? You said you're thinking about joining or enlisting.

Jonathan: Thinking about towards that ... benefits, but mostly well that college, you know, they pay for your college and...

DZ: Is that the main reason?

Jonathan: well yeah, I think so.

DZ: To get the money out of them, to go to college?

Jonathan: ...well I was thinking about, going, you know, just going to school and go to school for about two years then go in as an officer candidate, or you can go in there and then go to school at the

same time and you can go to school while you're in you know, the service, the same time, you know, I just want to go to school, like if I go into service, I want major what I'm training in...so you know, if I'm going to school now and I'm not in the service, you know, whenever I do join the service I'm gonna try to you know when I go in I'm gonna train for what I went to school for.

DZ: Ok.

Jonathan: So it's like having, you know, having an pretty good edge.

DZ: Ok. How about you Martin. You said you were thinking about it also.

Martin: Probably just because it's just more or less something I could do.

DZ: And what would you like to do? I mean, why would you like to join?

Martin: Well, I mean, there's like a lot of hassle, like on the streets that you would have that you wouldn't have in there.

DZ: Like....could you give me an example, like what kind of hassles?

Martin: Like arguing with somebody at work that you don't get along with or dealing with just people out in the street.

DZ: You wouldn't deal with that there, ok. How many of you know the kind of benefits that the Army has to offer? What kind of, you know, like some of you obviously have talked to recruiters and things, educational benefits, do you think you know what the Army could offer?

Lonnie: Well, not really, but I can't consider it right now.

DZ: Those of you that are really seriously considering sound like you have a better idea ... I guess you've talked to more people and ... how has anyone influenced you one way or the other concerning the military, friends, parents, teachers....?

Jonathan: Rambo.

DZ: Seriously????

Jonathan: No.

DZ: Ok.

Jonathan: Parents.

DZ: Parents? What did your parents tell you?

Lonnie: Well, my dad told me that he didn't want me to join

DZ: He didn't want you ...

DZ: Was he in the

Lonnie: Him and his brothers were in so

DZ: and he said don't.....

Lonnie: It would be a mistake in his opinion

DZ: Ok.

Lonnie: I told him the recruiter called me.

DZ: Did the recruiter influence you?

Lonnie: Well, some, but not a whole lot. But still I talked to the recruiter and I didn't let what he said influence me that much, but I did think about it a little bit.

DZ: Ok.

Tracey: My dad had alot, like you know, he said if it's the last thing, like if you can't do anything else, he goes, like if, he was in the Marines, my uncles were in the, (inaudible) well, alternative (inaudible).

DZ: Did he have positive things to say?

Tracey: He like, he didn't like the Marines. He said that if you go into it, don't go into the Marines. (inaudible) He said I'd never like it.

DZ: Does that influence you?

Tracey: Yeah, I knew I wasn't going in the Marines if I was gonna go. But he said if you go in go to like the Air Force.

DZ: Why?

Tracey: Cause of the benefits. He has a friend who has a daughter who's int he Air Force. He tells me of all the benefits. She gets to travel all over the world like she goes to Mexico and all around the world.

DZ: Ok. What about the rest of you?

Sandra: My dad, kind of likes it; he's got pictures from all over. He's been to Pakistan. he made a lot of friends too but he said don't do it; he said it couldn't give me what I wanted and I wanted a strong education and that would just hold me back from what I wanted to do.

Tracey: Yeah, he said if you want a skill or something like a trade or something he said it might be good, but if you know, if you want an

education and college, then don't go into service.

DZ: Do you ever see military like that, that they can't give you an education in something, they give you, you know, what do they give you if they don't give you an education?

Martin: Some kind of trade or something.

Tracey: Discipline.

Jonathan: Insanity. Either you come back crazy or you come back on top or you don't come back.

Lonnie: Right. One of three.

DZ: So all of you said they teach you a trade...something....do you think that they do teach you a useful skill in some way...something you can use in the civilian world?

Lonnie: No.

Jonathan: Just don't go into infantry, don't you want to...I don't know, if you want to be a Army police officer.

DZ: Ok. How about some other people, who influenced you? Angela, did anybody influence you concerning whether you should or shouldn't join? Parents, family, friends?

Angela: My friend, she wanted to go on the buddy system, and we were just gonna go too, but then I told her I can't go because I don't like people hollering at me, I couldn't stand it, I would probably start hollering back, I just can't go.

DZ: Did she go on?

Angela: No.

DZ: She chickened out too. Ok. How about the rest of you? Did your parents, family, or whoever, Yvette, has anybody said anything to you? Your parents, said go, it's good, or?

Yvette: No, they didn't say nothing. They said do what you want to do.

DZ: Ok. How about you Jonathan?

Jonathan: No. Somebody wanted...my parents, I felt, I wasn't accomplishing that much. I was really thinking about going because I had scheduled, I was scheduled for about three or four tests to take, you know, because I took some pretests and I you know, I passed them, you know, with flying colors, he said, you know, the Navy recruiter said you know, there won't be no problem for you to pass the test, but I wasn't going into the Navy, I just went to that office because the Army and the Air Force office was closed. AND I was going to take the

Army test but I didn't like the way the recruiter talked. The way he talked, hummmm, his grammar wasn't very good. He turned me off, but I wanted to take the test but I don't know, getting up that early in the morning plus I had to work and you know, it was really throwing my schedule off.

DZ: So you had contact with the recruiter. You initiated that? You went down to the office and that was the first time you saw him?

Jonathan: You know, I've been in the recruiting office a couple of times.

DZ: Did they call you and say come down or did you just??

Jonathan: I went down there.

DZ: You went down there?

Jonathan: I got letters in the mail, but you know, when I got the letters I haven't been paying attention. You know, there would times I'd be downtown or something and I don't have nothing to do, you know, I felt like I wasn't accomplishing nothing, so I went in there and talked to them.

DZ: Ok. That's an important point, you felt like you weren't accomplishing something and that's when you considered joining the military. What about the rest of you, when you thought about, well, maybe, maybe I'll join, what were you thinking about at that time, were you thinking I'm not getting anywhere, or you know...

Jonathan: It wasn't coming fast enough or something. Plus that, I was thinking about, plus I have a little girl.

DZ: Something wasn't happening, you weren't...you didn't see a career path, or, you didn't see anything happening?

Jonathan: Ummm, hummm.

DZ: What about the rest of you?

Jonathan: I think it's...when I think about the benefits, it's for my little girl...I got a little girl, so I was thinking about her, and you know, all I had to do was go in there, abide by the rules, and you know, and go through it, and...

DZ: You'd have benefits for her.

Jonathan: benefits, plus advancements, you know, they kind of offer you opposite goals and I'll, you know, I'll accomplish them goals at the same time, you know, and my daughter will be taken care of, so that's one of the reasons.

DZ: Right, what about the rest of you? When did you consider? Do you remember when you thought about the military, what were you going

through...in your mind, why did you think about that as an option?

Sandra: I had bad grades in school.

DZ: Ok, and you thought, well maybe I can go in there and....

Sandra: Yea, I didn't think that I would be able to get the financial aid I needed and I had to resort to something like that.

DZ: To get the financial aid?

Sandra: Yea.

DZ: Ok. How about the rest of you?

tracey: Same thing.

DZ: Same thing. Angela you shook your head yeah, same reason, that's what you thought about?

Angela: I just, I didn't want to finish school no more.

DZ: You didn't want to go to school anymore, so you thought, if you didn't go to school you'd join, ok. How about you Lonnie? What were you thinking about when you were thinking about enlisting?

Lonnie: Well, I really wasn't thinking about enlisting, I was just, you know, wanted to see what they have to offer, and I was sort of looking at it as something to fall back on.

DZ: Ok.

Lonnie: If things didn't go my way, that would always be there...

DZ: Yeah. Ok.

Lonnie: last resort.

DZ: So, how many other than Jonathan here have had some kind of contact with the recruiter? Eight of you, ok. Could you tell me, did you go down to the recruiter office, or did they call you, how did you talk with these people? How did you, you went to the office? Could you tell me what that experience was like? Was it positive, did you like the recruiter?

Martin: It was alright. It sounded pretty decent.

DZ: Ok, and were you seriously thinking about joining at that time when you went down?

Martin: Umm humm.

DZ: You did. How did the recruiter influence your feelings at that....when you went down there?

Martin: He really didn't try to influence me too much. He was just talking to me, telling me what they had and what they didn't. The advantages and disadvantages.

DZ: So you don't think he tried to influence you or force you to sign up.

Martin: No.

DZ: Ok. Did he make you more interested in joining, did he show you things that...

Martin: Ummm humm. He kind of pointed the good things out more than the bad.

DZ: Ok. So you think it was a good experience. Would you join, I mean, after...

Martin: Would I join?

DZ: ... yeah, after talking with him?

Martin: Ummmmhummm. I would have joined before that though. I already had my mind pretty well made up.

DZ: Ah. Ok. So he didn't really influence you, you kind of knew you were gonna go in, and been thinking about it, ok. How about the rest of you? What kind of contact, how did you reach your recruiter?

Angela: They called me and they just kept talking and talking and talking and talking and I didn't get a word in....I'm serious....and when I finally got a word in I couldn't say no to what he was saying to me because he just kept on talking. So I just tricked him. I left school and he really didn't get to see me, so, we didn't get to meet.

DZ: Ok. Did he turn you off? I mean, when he was talking to you, was it, did you feel good about what he was telling you or...

Angela: No, they was telling me that I had to sign my daughter over to a legal guardian and I didn't want to do that.

DZ: I see. That turned you off right there. Ok. How about the rest of you?

Lonnie: They called.

DZ: They called you?

Lonnie: Yeah, called and tried to set up an appointment and I was so busy because it was during the summer that I didn't have time, I kept telling him that and he kept calling, and then I set up an appointment and forgot about it, then finally he came into the school, and the guidance counselor called me down and I went down and talked to him.

SO that was a little bonus that he did it on school time and my time.

DZ: How did he make you feel about the Army after you taked with him?

Lonnie: He pointed out all the benefits and stuff like the GI Bill. I was just basically, you know, kind of looking around, I wanted to see what he had to offer. He had some good things to offer but I don't think it was for me.

DZ: Why?

Lonnie: Well, I just can't see all the discipline, people being...having that much authority over me.

DZ: Ok.

Lonnie: That's basically, I mean it wasn't the education that they had to offer, then they had...I thought they had good education, a good education program, but discipline....that turned me off a lot.

DZ: Ok. How about the rest of you?

Tracey: You know, we took those (inaudible) tests in school last spring...

DZ: What's that?

tracey: It's a military test, aptitude, battery, and I scored high, really high, I just...and the Army called me, and they called me twice and I just figured they wouldn't leave me alone, so I said, went down there, and they talked to me, and they said, mom and dad said, do not sign anything, don't sign anything. And then the Marines just called me a couple weeks ago and you know, I couldn't get down to the recruiting office, so...

DZ: How did you feel when you talked to the recruiter, did he make you more interested in joining, or

Tracey: He brought up some good points, but you know, there were some bad points. They didn't seem that bad, being...the more I thought about the two were not (inaudible) being transferred to a different places, the possibility of being transferred from place to place, I didn't like it. I want some stability.

DZ: ok. How about you Sandra?

Sandra: I had about the same tests, I guess I scored pretty high in mechanics and engineering and they called me in and they bugged me for a while...finally I just said sorry I'm going to college. Leave me alone. Like they would say like what your plans are....I'd put undecided down, because at the time I didn't know what I was going to do, if I had put down college they wouldn't have hounded me.

DZ: So you think they hound you a lot?

Sandra: Yeah. Like if you said undecided, they're gonna call you. Like it shouldn't be our school list if you put down undecided, they would circle in red ink, to call you later.

DZ: So it sounds like they made you feel...I mean when you talked to them did you feel less like joining the Army than before you saw them?

Sandra and others: Yeah.

DZ: Yeah. Why?

Lonnie: It just seemed like they were pressuring you.

DZ: Salesmen type....

Lonnie: Right. I mean if you're that interested in joining the Army I think you would pick up the telephone and call them rather than them calling you.

Sandra: Yeah, you know they wanted...they just wanted your signature, which I thought they were well kind of desperate for people especially when (inaudible).

Jonathan: They try to shanghai you.

DZ: Ok. Did you all experience that? You felt like you were being pressured a little bit?

Jonathan: I just didn't like my Army recruiter.

DZ: Why didn't you like him?

Jonathan: I just didn't.

DZ: You said he didn't talk too well.

Jonathan: I just didn't like him....I mean....he couldn't sell me a bar of soap.

DZ: Why, what was it about him?

Jonathan: I don't know...he just couldn't.

DZ: It was just the way he was, huh?? Ok.

Jonathan: He turned me off, but in a way, it seemed like everytime I'm getting ready, I really thinking about joining, something comes up, like a better job, or something that I'll want to do, so I'll put that aside, that's just something to really fall back on but, I really did think about going, but you know, I got two different sides fighting, you know, I don't know which one is going to win yet.

DZ: Right, right. So a better job or if something comes up you can

just put it off, forget the Army for a while, is it like a last resort, things just don't work out the way you want them to?

Jonathan: Just about.

DZ: Ok.

Jonathan: I don't know though, I'm working now, but I'm still thinking about going on what you call these...National Guards...and recruiting talked me in.

DZ: Ok. What kind of things that the recruiter have said or done which would have made you feel more like joining the Army? What could they have told you that maybe...

Angela: That I could bring my whole family with me.

DZ: Bring your child with you?

Angela: Yeah. and a good uniform.

DZ: Ok. Well this gets up to what could the Army do that could make it better for people? What would you like to see if you had to join, what would you want out of the Army?

Sandra: Being an instant sergeant or something, have control of everybody else about doing anything.

DZ: Let's be realistic.

Angela: I think like umm they should put the more advanced people together.

DZ: So you don't think they do that now, you know, I don't know, . not with the Army.

Angela: I don't know but I just feel that they should do that if they don't.

DZ: Put people that are highly skilled together, ok. What are some other things that they could offer that, you know, or why haven't you joined? What could they offer that, you know,

Jonathan: Well, I have a friend, like he was going to join, he had a GED, and his ... four years of Army, a person would have a high school diploma, would get about 20...22..between 24 and 27 thousand dollars, somewhere, it's just an estimate, and it was at least 20, it was just between 20 and 25, I'd say, and the person with GED would get about 8,000 for college, you know, while the person with the high school diploma would get you know, a lot more than 20 thousand dollars.

DZ: You think it should be more even?

Jonathan: Yeah. I think it should.

DZ: Ok, that's a good point. What else could they do or offer people?

Martin: You shouldn't have to go through so much paperwork and all that just to get in the Army.

DZ: The paperwork. What do you mean, like when you...

Martin: Its's a lot of stuff you have to go through just to get in there.. It would take you about a month's time to fill out papers and stuff just to get in.

DZ: Ok. So the paperwork is not....the kind of thing that turn you off. What are some other things that the Army could offer? Why is it that alot of you are going into a civilian job rather than thinking of the military?

Jonathan: Military Army. The MPs for a battalion or platoon, you know, you say, the most dangerous mission is keeping people out of jail, keep them on base, like it's a jail, but you know, ...

Angela: It's already like jail, though, you have guards standing at the gate before you can get out....

Jonathan: But that's not, that's not just for the inside, it's for the outside too.

Martin: That only take effect if you're still in boot camp or bas training, or whatever you want to call it. The guards and stuff.

Angela: Well, I would like to leave, I wouldn't want to stay there all day.

Martin: You only be there for what, a couple of months?

Angela: That's too long.

Jeff: Where do you live after that?

Martin: Any where you want to, or on the base, its just what you want to do.

Jeff: But you can have your own home or something?

Martin: Yeah.

Jeff: But do the benefits still cover you though?

Martin: Yeah.

Angela: You ought to join. HA HA.

DZ: What else could the military offer people...that would make them

want to join, or make them happy?

Tracey: Not have a war.

Angela: A better outlook on life.

DZ: What do you mean a better outlook on life?

Angela: Because they called me before, and when you're out here, you're not thinking too much what you're gonna do in case if something happens, nobody really thinks about emergency, just like you make a fireplane, you know, you really don't know exactly what you'll do so, you get put on the spot and so you start to value your life a little more.

DZ: Ok. ANYthing else that people can think of that??

Sandra: I think that in a job where you were, I mean, a civilian job, you're not a serial number, you're not just a stack of papers or a folder in the files, but you have a job, I mean, I think people, I'm not one to say nice, but you get noticed more and you're, I think you're brought out to your best in civilian life and you got to work for what you want. I mean...

DZ: You think you're a number in the Army?

Sandra: Yeah, just a serial number.

DZ: Ok. Anything else people can think about?

Lonnie: Well, it takes a little too long to get to move up in the Army. I want to get where I'm going and get there pretty quick and settle down.

DZ: You think you can do it a lot faster in the civilian job.

Lonnie: I do.

Jonathan: Yea, some places though, I don't know, there are some jobs just hard to advance just because of the person that's ahead of you, you know, your boss or somebody, all they have to do is have a grudge, don't like you, you know, something, and it's hard to advance.

DZ: That's true. Do you think there's a likelihood that the U.S. being in a war anytime soon?

Tracey: Let's pray not.

DZ: Well, what do you think?

GROUP COLLECTIVELY: I don't think so. Not for a while. Not in the next ten years but I don't know, they keep highjacking planes and taking people to Cuba and stuff and we just might have something....

DZ: Do you think there's a big danger if you join the military in terms of being highjacked or killed in some way.

Angela: The marines, they'd be the first ones to fight. The first ones.

sandra: An be paranoid that you'll be called, I mean, it's just like you're waiting to be called...wait....wait....when's your number coming up.

DZ: So you don't like the fact that you don't know when, it could be any minute that you'd be called out to go somewhere? Like you don't want to seem to think there's any war....

Tracey: Well you'd be sent to I guess, like an area that's like not too great or something, atleast, like Beirut, I mean, that would probably be a solider's nightmare just because like embassies are on the spot.

DZ: Do you think it's that dangerous right now to be in the military?

GROUP: No.

Tracey: My cousin is in Germany and he likes it.

Martin: Yeah, that's the best place to be.

Jonathan: Yeah, I got alot of friends and a couple of cousins in Germany.

DZ: Ok. How do you compare the Army with say, the Navy, the Air Force, the Marines. What do see the differences in the services?

Tracey: Marines go first.

DZ: Ok. They go first, but

Lonnie: Navy's in the water, Air Force is in the air.

DZ: Do you see them offering different benefits or job opportunities, or

Martin: I think that the Air Force is harder than all of them, really.

Angela: I like the Air Force.

Jonathan: The benefits and stuff. It's more of a business like the Air Force, it's, you know, when you know, just getting down in the ditch and fire in the gutter. It's way more complicated than the other services?

DZ: What do you mean more complicated?

Jonathan: Complicated..... ah.....

DZ: Yeah, what do they offer that is more of a challenge?

Jonathan: You get more of what you want to get there than...

Martin: You pay more too.

Jonathan: ...benefits, you know, my cousin is in the Air Force.

DZ: Do you think they give better technical skills, training?

Jonathan: Oh yes, definitely more. See, he's in Germany right now and I think he's in Frankfurt, I'm not sure, but he's been in about two years and the last time he was back was last year, I think he's been in 2 or 3 years. He's got a BMW. So you know.

DZ: How do you think the Air Force sounds like they offer good technical jobs, what do you think the Army offers you in terms of skills?

Jonathan: Limited, limited.

DZ: Limited, what do they teach you to be? What do you think they could offer you?

Martin: It depends on what you go in for really.

Martin: It seems like you have to wait around for ever just to get into something like computers or electronics, something that you really want to go into and it takes a long time to get what you want in the Army, for that than it would in the Air Force.

DZ: I see.

Tracey: I have two friends that are in right now, one is a comeback medic and the other friend is out in California being trained to be a spy, for like Czechoslovakia, and Russia, and like (inaudible).

DZ: And what's he in?

Tracey: The Army. Spy. He used to use his sign languages when he hung around exchange studenst and they would finish and (inaudible).

DZ: But you still said the Air Force is definitely better off.

Tracey: Because the Air, I think the Air defenses would be the first thing, you get all the new technology and you're right there, but the Army, I mean, they do have technology, but it's on ground, and you can't go as far.

DZ: Ok. How about the Navy. How do they compare with the rest of them?

Jonathan: Well, there's no way, I'd be on the water for six months.

Sandra: Too couped up, I mean, to be couped up in like a tin can for months.

Angela: I know I ain't going.

Jonathan: And you know, when you get off work eight hours in the Navy, you're still on the boat. I mean, you know.....

DZ: So the Army offers that. At least you can get away. I'd like to go back into this career decision making. I want to get a better handle on how you actually decided on what you are going to do...some of you considered the military, maybe you considered college, maybe you considered just working, I'd like to know what kind of thought processes you thought about when you were thinking about a career, what went through your mind when you were trying to decide on what to do.

Jonathan: Right now?

DZ: Well yeah, well, when you were thinking about, well, you said you're not sure right now, what's going through your mind?

Jonathan: In my career, is what I'm looking for is something that I am pretty happy with that is going to be above average advancement and definitely pays well, try to look at all that, try to get something to balance out all through there, can't say, you know, I can't say I could get one that has fast advancement, you know, maximum pay, and being happy, you know, I'd better find that job, but you know, try to get something, you know, that almost gets, you know, almost the. . . Almost what I want.

DZ: So it sounds like you kind of got down the factors you're considering being happy, money, and a few other things, advancement, and....

Jonathan: Them three.

DZ: ...judging, you judge all the options like jobs, and college, and you judge em all against those criteria that you established. Ok. That's a good point. What about the rest of you, how did you go about thinking about a career?

Sandra: Well I thought of being an archeologist like Indiana Jones so I could just come out and it just looked like adventure, I mean, it was splattered across the screen, I mean, you go, he went half way across Asia, he went, but maybe because you could research back, I mean, you didn't have to stay in the present, you could go back, it seems like you could go back into the past and relive the things you find and all that and that seems really, I mean...

DZ: So you thought about that but now you're thinking about science.

Sandra: Yeah. Well, I could go off my major in biology...you could go off... but I haven't found a school yet that offers archeology. That's the trouble too.

DZ: So you just found something that interested you and you just thought that well, that's what I'd like to do. How about the rest of you? What did you think about when?

Angela: Well, I like working with people.

DZ: You like working with people.

Angela: I don't know, I can be nice sometimes, but I'm not all the time. It seems like if I'm at work I can be nicer than I am normally. You know, I have to think alot or whatever, when I'm working with people that are so bad that it gets to you, whatever, but I think if you can take care of a kid you can take care of anybody, so,

DZ: And you like taking care of your child, you like helping others...?

Angela: No, I don't want to take care of no more kids, but I'd rather take care of people.

DZ: But you like taking care of other people? Ok. Was that always...were you always like that?

Angela: No. I don't know. I hate typing. So I wanted to be the major fields (inaudible).

DZ: Ok. How about the rest of you...how did you kind of think about what you were gonna do?

Tracey: Well, when I was thinking about meterology, I thought of what my major flaw was, and in Ohio, they do not offer it period. You have to go out of state. If you go out of state, tuition is skyrocketing, you have really high tuition. And so I became undecided, so I really started thinking about whether I wanted to do this or not. Then someone suggested business. So the more I thought about it, the more I realized that everyone depends on business and then I thought that, like advertising you know, it like, when people first arrange their sale items, or take out advertisements, they might just go out and buy these things, it might catch their eye, or interest them, and you know. I'm pretty good at putting ideas together, I put it down on paper.

DZ: Ok. So you would consider meterology, why, why was that?

Tracey: I love looking at the stars. I love looking at the stars, cloud formations, and I got really into this, so like (inaudible).

DZ: So then you went over to business and

Tracey: It's a drastic change. I took my grades into account, you

know,, before I hauled off and my math and science grades were, my math was good, but my science was ok, but with more and more I thought...

DZ: So, were those like the only two options you considered? I mean...

Tracey: Well, my mom always wanted me to be a musician.

DZ: did you consider that?

Tracey: I play piano but not that well enough to go into music.

DZ: So it sounds like business was the major option.

Tracey: Yea, definitely.

DZ: Ok. How about you Lonnie, what did you think about when you, you know, you're thinking now probably about what you're gonna do, what kind of things are you taking into account, what kind of options, and how are you judging these different options that you have?

Lonnie: Well, I knew I couldn't go to college for four years after being through twelve years of school and stuff, so it's getting kind of old and there's nothing that I english, or nothing that I would start, better than average in, real good in construction class, drafting, and I enjoy doing it. I enjoy physical labor, and I just think it was something that I like to do right now and I'm pretty good at it.

DZ: Ok. SO it's something you're good at and you like it so,

Lenny: I like to work outside. I don't think I could work behind a desk.

DZ: Ok. How about you Jeff, what are you thinking about?

Jeff: I was thinking something, first of all, that I want to do, would like to do that interests me, because I don't want to do something and then be tired of it for the rest of my life and have to go just because I have to go. I want to go because it is interesting and new, different challenges, when I do go to my work and I was thinking, what I'm trying to figure out is not what jobs I can do that interest me but what interests me and what is available and is going to be available, because you can go to school and train for five years or whatever it is to be an engineer and if they don't need any you wasted five years and however much money, so I, looking into what's available and what they're projecting to be available.

DZ: So you're looking at the job market? See what kind of jobs there are going to be in a few years..

Jeff: And considering it interests of mine and I don't want to do something that they need, but I'm not going to allow (inaudible)

interest me, of course it has to be, if it interests me, it has to be able to, I feel that money is in it too, I don't want to be having an interesting...sitting at home doing nothing...being broke, so I want a job that's gonna be interesting and available.

DZ: Ok. What about you Yvette? What kind of options have you considered?

Yvette: I first considered technical school, and then I thought about going to college and taking some courses, and I decided that I didn't want to any of that. Because I don't like school, you know, (inaudible) to be around forever, they're taking over, (inaudible) work those computers, and (inaudible).

DZ: So, you want to go to school now, and because the job market, is that...computers...ok? And you're using the Marines for the educational benefits? Is that, do you think they'll be able to train you with computers, or....

Yvette: I dunno. (inaudible)

DZ: Ok. What about you Steve? What did you think...or what are you thinking about when you're....what kind of options have you considered?

Steve: Well, you've got to do something that's interesting and because if you don't do something that's interesting you don't...you'll just hate your job for the rest of your life and you probably won't want...won't get anywhere.

DZ: So, what have you thought about like college, or some kind of training school.

Steve: Yeah. I thought of college, you know, I probably will go to college and I really want to, you know, you kinda gotta do what you can do well, it's something you can do well, so, because you know if it's difficult, you know,, you won't, or if it's hard to do, you won't want to do it then.

DZ: Right.

Steve: And you know, I can relate to what architecture does, you know, cause, you know, I can kind of do it well naturally.

DZ: Right. You like designing. Ok. How about you Martin? What kind of options have you considered when thinking about a career?

Martin: Probably the benefits, the pay, whether I'm going to like to job or not.

DZ: Ok. So you consider similar things which Jonathan here has considered, you think about? Have you thought about college, vo-tech school?

Martin: I don't care too much for school.

DZ: You'd rather just get out there and work, ok. Ok. What's the likelihood in the careers that you've selected or what you want to do that you're gonna have what mentioned, money, security, fun, or, you know, you mentioned that you want money, security, advancement, I guess, were important to you Jonathan, and you mentioned about joining the military, do you think you'll get all those things with the Army or whatever branch of the reserves you join?

Jonathan: Umm, I'll get money. I mean the money's there, you know, advancement is there if you're willing to be very aggressive and you know assert your energy toward what you want to do. Happiness, ah, I'm really kidding ya, no, I don't know. I don't know until I get there, but I know I ain't going to be as, you know, happy as I am on out in the civilian life. You know, that's something, if I make that commitment, then that's what I make, if I make a commitment, I'm gonna stick to my word, you know, cause I signed the papers, I know I have to do it, you know, so I'm gonna be happy in what I'm doing no matter what. So you know, I just gotta be happy with what I do.

DZ: Do people think about tradeoffs, I know, you mentioned you want to go into the Marine Reserves for educational benefits, that sounds like a tradeoff, I mean, do you really want to join the Marines or is it I'm going to join so that I can get my money or education?

Yvette: I don't know why I'm joining.

DZ: You don't know why you're joining?

Yvette: No, not really, something to do, it's different, it's a challenge.

DZ: It's a challenge. Ok. Would others of you be willing to say, commit two or four years to, if you didn't have money to go to college, you know, give them two or four years of your life to get educational benefits to go to school.

Lenny: As a last resort.

DZ: So what if your parents didn't have money, would you??

Sandra: I'd work, I wouldn't go to the Air Force.

DZ: Would you give up college?

Sandra: For the time being.....yeah.

DZ: Ok. SO it would be a last option for a lot of you. Ok. I'd like to one more time try to get some of, we're really trying to get a handle on how people make a career decision, and some people here say, it's different factors, money, you gotta have room for advancement, others of you say, well, as long as I like what I'm doing, that's the only thing, and then some of you are saying, well I like helping

people or working with people and I like doing that so that's what I'm going to do. What's the big thing? What's the major thing that you think about? When you're thinking about a career?

Angela: Being happy.

DZ: And how do you define happiness? How do you know you'll be happy in a career you pick?

Angela: Because if you know what you're doing, you're gonna always do better. AND there's somebody that's gonna appreciate that, in being there comes with more pay.

Martin: Sometimes you might not have the time to get a job you're gonna be happy with because of the money that it is paying and you have to do something else.

Angela: That's like if you go for a job that pays good.

Martin: I didn't say nothing about that.

DZ: How about the rest of you? What's the big thing you think about when you're trying to decide on a career?

GROUP COLLECTIVELY: Money.

Jonathan: Because if they pay me well enough, I'll be happy.

Tracey: You'll be happy if you're getting paid well and you're getting benefits and then, and everything you want out of your job.

DZ: So you guys could take a job doing anything as long as it pays enough.

GROUP COLLECTIVELY: No, hah hah hah.

Jonathan: Just about reasonable. Just about, something reasonable, right. SOMething reasonable that pays extremelly well, I'll put up with the negative part of the job just for the money cause I'll be happy, and it's like, hey,, here comes my paycheck. Hummmm.

DZ: Ok. SO that's the big thing. You said no.

Sandra: I couldn't, like I don't think that I could be on an assembly line, or I don't think I could, I think I would have to go out and be able to branch off and be able to advance, because, I mean, sitting around for eight or ten hours a day painting eyes on barbie dolls, like she was saying, just wouldnt, I mean, even if it would pay good, I couldn't do it because I just couldn't sit there and it would get me too nervous or something.

Tracey: I need something mentally stimulating. Yeah. SOMething where you use your mind, not just your hands.

DZ: Even if you got paid alot and it wasn't stimulating, you wouldn't.

Tracey: It wouldn't be worth it, well, you'd be bored.

DZ: What about prestige? Is that important to anyone here? Your job should have some kind of prestige with it? You're shaking your head yeah. Jeff, you're like no big deal, huh?

Jeff: As long as I'm supporting myself and my family, I don't have to be seen by the people, I mean, I don't care if other people like what I'm doing or not or think I'm good at it or not, it's just what I think if I'm good at it or not.

DZ: Ok.

Jeff: If I think I'm doing good, that's all that's important.

DZ: Ok. So it sounds like there's two components when you're thinking about a career decision. One of these factors like money, and benefits, security, advancement, and the other's a kind of emotional type of thing, got to like it, is that kind of the bottom line, is that the way you think about a career?

Angela: No. SOmetimes I don't like my job, you have to clean up people, and they mess when they're sick, I mean, I don't, I mean, I like the money, I like everything else, but sometimes I don't like it, but I go there and, you do what you have to do to get by.

DZ: Do you think you'll always be doing that? Do you see that as a career, what you're doing right now?

Angela: Not cleaning those people up. I'll plan on going further on like to a hospital instead of a nursing home. But you might have to start from the bottom and work from the top, so I'm ok now.

Jonathan: I'll find a job that pays well enough, you know, something, you know, I mean I might not be happy with it but the money's coming in, see, then I'll advance far even though I'm not advancing, I might not be advancing in that job that I'm doing, I have, I would advance off somewhere else, like save my money cause I have a goal. I'm gonna have a business by the time I'm 29 going on 30, have my own business, so, you know, I'll put up some money and I'll make a little advancement someplace else, like take a couple of courses a week, or something I want to do like, business adminstration, and other things like that, you know, yea, I'm gonna advance myself no matter where I'll work.

DZ: Ok. Well I want to thank you for your time and I've learned some things here and hope it will be useful to the Army in some way. So thanks alot, I hope you enjoyed tonight's session.

APPENDIX J

TRANSCRIPT - BALTIMORE, MD FOCUS GROUP

BALTIMORE GROUP

DZ: I'm Debbie. I work for a company called PAR Technology. We do research and career decision making and the purpose of tonight's focus group's sessions, is I want to get your opinions and ideas on what's important to you when you think about trying to decide what you're gonna do for a career. I do want to let you know that this session is being supported by the Department of the Army. I want to emphasize that I'm not a recruiter, I'm not gonna try to get anyone to sign up tonight. You may or may not have decided on a career, I don't know. I don't want to influence you in any on that. However, the Army is interested in trying to get some bright, young, intelligent young adults like yourself and they want to find out what things you think about when you try to decide on the future. Tonight's session as I said is a focus group session and it's similar to a gallop or harris poll except for that it is much more informal. I'm not gonna ask anyone direct questions but I'll be filling out questions and topics and I want you to feel free pick them up and give me your opinions and ideas on different things. If you disagree with one another, say so, for example, if Keith disagrees with something Marie says, you know, let me know. I want, you know, I want to hear what everyone of you has to say, it's very important. I want you to be relaxed and have fun tonight, feel free to be perfectly candid in your responses. Everything you say tonight is private and confidential. I'm not gonna sit down and give the Army your names and this is what they said. As you probably notices, there are microphones hanging from the ceiling here. This session is being recorded and that's primarily for the purpose so that I don't have to sit here and write throughout. I'll just go back and go over the tapes. In addition, there is a one-way mirror behind me and my partner's back there and he's back there more or less to monitor my behavior in case I miss something important. Are there any questions? If not...

David: Do what?

DZ: Who? Him? He's back there, he's more or less monitoring my behavior in case I miss something that you know he may want me to pursue further. He may slip a note in the door and say, "You know, what don't you ask them this question."

David: ok.

DZ: So you don't have to be worried about him. Ok. the first thing I'd like to do is I'd like to go around and give me your first name, what you're currently doing, if you're in high school, or college, or working, and whether you're living at home or not. SO if you want to start.... Michelle.

Michelle: I'm a senior in high school and I live at home and I work at a (inaudible).

Kelly: I live at home and I work in a day care center.

DZ: Do you go to school?

Kelly: No.

Lee: I'm Lee. I'm a senior in Milford Mill and I live at home.

Danny: I'm a senior in high school and I live at home.

Jamie: I'm Jamie. I'm a senior in high school.

David: I'm David. I'm in my first year of college. I live at home.

Larry: I'm a senior and I live at home.

Lenny: I go to Catonsville Community College. I work at Giant food, and I live at home.

Kevin: My name is Kevin. I'm a senior. I live at home.

Keith: I'm Keith. Second year Catonsville Community College. I work at Montgomery Ward and I live at home.

Jane: I'm Jane. I live at home and go to Randallstown high school.

DZ: First thing, could you all tell me what you decided on what you want to do in terms of you know, the future, career, has anyone made any decisions here about what they're gonna do the next few years and however long?

Larry: Sure, I'm going to make a living as an Electrician.

DZ: Ok, so do you plan on taking vocational training or how do you go about it?

Larry: I don't know.

DZ: Oh, ok. Does anyone else here have any sure you don't have to raise your hands, just shout out - feel free to talk.

David: I didn't want to interrupt.

DZ: As long as one person talks at a time there's no problem.

David: I want to ummmm work commodoties - you know, the stock market?

DZ: And that's what you're going to college for .. business kinds of ok??

David: Yes I am.

Lenny: I'm planning on staying with Giant food for a while and getting into a retail training program

Jane: I plan on being a secretary, I had a job offer for typist and I decided not to take it because I want to continue school.

DZ: So now you don't want to be a secretary?

Jane: I have to wait, they don't want me to go to college. They wanted me full time, but I think I'll go to college first.

DZ: Has anyone else made any decisions???

Michelle: I want to go into Cosmetology..

DZ: Sounds good. Anyone else????? If you haven't made any decisions yet, what kind of careers have you considered?

Lee: I don't know. I just want to make some money.

DZ: How about the rest of you that have not decided on what you're going to do, what have you considered?

Danny: I'm probably going into law, criminology.

DZ: So you plan on going to college and then law school?

Danny: Yes.

Keith: Business Management and then law school.

DZ: So you plan on going to college? Ok. How did you go about deciding on what you want to do for a career as far as you know, some said they want to go law school, cosmetology, how did you go about deciding on what you wanted to do?

Jane: Ummm, my typing teacher kind of offered me a job at a publishing company for a typist. That's how I got interested in it.

DZ: You liked it, is that it?

Jane: Well I can type fast, it's the best thing I could do, hah haha hahahahah

DZ: Ok, how about the rest of you. How did you go about deciding on what you were going to do?????

Michelle: I make up signs and my mom meets people who do make-up and it seems interesting to make-up people.

DZ: Ok. So it sounds like, ok, the two of you, it sounds like you have had an experience doing something you like, and so you decide, "well, hey, I'll do that for a living." How about the rest of you?

Larry: The reason I decided I want to be an electrician is that I like working with my hands all the time and also I'd be working with

alot of electrical components.

DZ: So you had experience doing that same time of thing. Experience in the past.

Larry: Well, what I'm taking up in the school is different from what I've been working with in the past.

DZ: So was it school that kind of got you into wanting to be an electrician, or was it past experience.

Larry: In a way it was school because, when I had signed up to take up, when I decided to go to school at Merryville, some people go into Merryville (inaudible), and what happened, I had signed up for it and I was going to take electronics for the computers and it was full with no room for me and I still wanted to go to Merryville, so in order for me to go I had to take another trade. So that's when I took up electronics and I say yes and so far for three years, I've really enjoyed it and so I planned to be an electrician.

DZ: How about the rest of you?? Danny, you said you want to be a lawyer. Why do you want to be a lawyer?

Danny: Well, the last two years in high school, I just filled my schedule with a billion different electives and one of them happened to be business law and I found it very interesting, so.

DZ: Ok, so that's kind of the same thing, school is got you thinking about what you want to do. How about the rest of you? Lee, you're just sitting there pondering. ha ha ha.

Lee: I just decided that I was good in math, then I was looking into something that I could do as math and engineering is math and science oriented. So I figured I'll go for that -- although I'm not really sure though.

DZ: You're good at it, is that why you want to go into something you're good at?

Lee: Cause if you decide you're not good at something, you become bored with it.

DZ: Ok, does anyone else have anything else to add? Ok. What's important related to a career, is it money, challenge or responsibility, what are some of the things that are important to you. When you think about, say, someone said you could have an ideal job, what would that ideal job be in terms of would it have lots of money, lots of responsibility...

Jane: I think the first thing you look at is the money and it has to be something you enjoy doing.

DZ: What do you enjoy doing? What would be something that...

Jane: Im interested in working in an office, or would want to do something I enjoy, like work with children.

DZ: Ok, how about the rest of you. What's important to you? Keith?

Keith: Financial security, happiness too.

DZ: Happiness....how's that defined?

Keith: Just, you know, doing something that you don't mind doing.

DZ: Ok, how about some of the other people here?

Kelly: Money.... ha ha ha.

DZ: Money, what else besides money would make you happy?

Kelly: I guess liking your job.

DZ: What kind of job would you like?

Kelly: I like working with kids.

DZ: So your ideal job would be lots of money and work with kids. Ok, Michelle you were gonna say....

Michelle: Money and a challenge, something that you could do something that you didn't think you could do...you can make somebody look good.

DZ: It sounds good...Larry.....how about you, what's important to you?

Larry: Uh, whether it's a challenge and whether I'll benefit from what I'm doing.

DZ: It's a challenge, so money is not that high up there?

Larry: Uh, money is involved, but not that much involved because I know I'll making a lot of money anyway, so it's really a challenge that really makes the difference.

DZ: Lenny, I haven't heard you say too much here.

Lenny: I guess the money first thing, just being happy with what I'm doing.

DZ: And how do you define happy? What would you be happy doing?

Lenny: I mean, because when I work at Giant, I deal with a lot of people and just making all the decisions.

DZ: You like working with people? Ok. And making decisions, but you'd like be responsible, have some say. Ok.

Lenny: I guess it would have to be my parents and the people I work with. Well my parents are always telling me to stay with Giant because the food business, well, there's no way that's going to go out of business.

DZ: True HA hA.

Lenny: Giant is a stable company and they keep growing and the money is right too.

DZ: So your parents said that is the way to go.

Lenny: Yea, and the people I work with are always, you know, and I can see where they started and where they have gotten to and just follow the same stuff.

DZ: Okay, David how about you? How did you decide?

DAVID: My grandfather.

DZ: Oh, that's right. I'm sorry. You started the whole conversation. How about you Danny?

Danny: I just picked it on my own. I happened to be interested in law. It is a well paying job.

DZ: Was it your class that you took then

Danny: Yeah, school basically.

DZ: And Lee.

Lee: Um, the colleges actually influenced me because when I was in 10th grade, my parents weren't pressuring me yet to make a decision and you take the PSAT and you had a list of all the possible things you might want to do. And then it is like as soon as they get your scores, the colleges start sending you swarms of letters and then the next thing you know you have the guidance counselor pointing you to the office, putting you on a computer and then all these letters start coming for you and they just explain to you what it is and then I thought engineering sounds good.

DZ: Do these letters tell you what you should go into?

Lee: Yea, it says we've got, um, what's it called, student search or something and it says we saw your math score was high and it just gives you the programs.

DZ: Do any of you others have similar things in your schools?

(Inaudible)

DZ: Oh, so this isn't something that you...

DZ: Ok, he's got that down. Larry, how about you. Who influenced you? You mentioned that you went to school and....you know....was it just the classes that you were taking?

Larry: Before I really even had chosen my trade, I asked a couple of my friends who also went to trade school, what kind of trade or training they had taken - how it was - what was involved with it and I had a couple of friends that said that if they would a had a chance to go to school they would have picked the trade that I had picked out.

DZ: Ah, so they were already in trade school.?

Larry: No.

DZ: They're not yet, just thinking about it???

Larry: No, these are out of school. In fact, these are adults that went to trade schools.

DZ: So they had been to trade schools, and they said, well we made a mistake, we should have went into what you're going into.

Larry: Yes, but, even though they like the kind of work they're doing, they said that if they had another chance, they would pick the trade that I have. Some are, well, like a friend of mine, when he was in school, he took up diesel mechanics, and now he is working as an electrician at the metro station. And he says that if he had another chance he would have took up electrician.

DZ: So it was friends that influenced you. How about you Kelly.

Kelly: My sister.

DZ: How did she influence you?

Kelly: I watched and babsat her kids.

DZ: You want to work with kids. So you helped your sister and that was a good experiences...is your sister older or younger?

Kelly: Older.

DZ: Ok, I wasn't sure if you were babysitting your sister....

Kelly: No, no.

DZ: Michelle, who influenced you?

Michelle: Well, my mom because she's always getting makeup and I love to try on makeup, and the people I go to if I have my makeup done on a special occasion.

DZ: Ok, then your mother. Lenny, how about you?

DZ: Responsibility, challenge, security, money, adventure, help others, have fun.

David: Security, have fun, and money.

DZ: Ok. In that order, or...ok. Sounds like security is a big thing to people, why is that, why do

Keith: I'd like, some day, not now, to get married and I want be able to support my family, and make sure that I always will be able to.

DZ: Ok. Is that what the other....you were thinking about...is everyone....

David: If you don't have security then you're just gonna be on a roller coaster going up and down...it's better to be to stay you know, even.

DZ: Ok. Let me get back to how you were influenced let's say, for your career, you mentioned your grandfather. How about the rest of you. Family, friends, teachers, counselors, who talked to you about your careers?

Jane: Teachers and parents. My typing teacher, and visits from colleges. Like I was going to go to college and major in working with children and she got me interested in it and my parents - my mom helped me with working with people. She does ... I work with her sometimes.

DZ: Your mother helps people?

Jane: Well, my mom works with people. Her job is with people, so I worked with her and I got, learned how to talk with people and then, so, she influenced me by that.

DZ: Ok, so your mother influenced you. How about you Keith, how did you?

Keith: Nobody, and I hadn't really decided what I want to do yet. My options, kind of open-ended.

DZ: Kevin, I haven't heard really much from you tonight.

Kevin: I'm really kind of searching.

DZ: You're still trying to decide too.. What have you thought about in terms of a career?

Kevin: I was thinking about industrial electronics, mainly computer technology, and I was thinking about Armed Forces.

DZ: You haven't decided yet. What things are you looking for??

Kevin: Security, money, and fun.

than make a big bundle of money and if tney weren't then I'd, you know help them, (inaudible).

DZ: So you'd be willing to make maybe a smaller salary for a job helping others.

Jane: I was thinking about, maybe, volunteering helping the mentally retarded.

DZ: I see, so you'd work and then have that as a side. Michelle, you said something different I think.

Michelle: Never mind.

DZ: Ok, so what's important, what's your top things? Somebody said have fun, that was you, you said have fun and what else.

Lee: Security and money.

DZ: Security's big for you and money.

Keith: Security, money and responsibility.

Michelle: It all comes with (or depends) on the job.

DZ: Well, if this was, say any job, an ideal job, you know, it could be any job, what things would you like. Ok. (No response). How did you get the information to decide on your career, how did you go about deciding in the respect that well, were you influenced in any way by your parents, girlfriend, boyfriend, yeah?

David: Grandfather.

DZ: Your grandfather, and how did he influence you?

David: Well, he owns a lot of stocks and he just told me that that's a good way, if I went into commodities, it would be a good way to make some money, and so I said I'd give it a try.

DZ: Is that one of your...is that the big thing for you? Money?

David: No, like I said before that money is a big thing, but I mean...I want to go...

DZ: Well, yeah, I mean everyone wants to be as well as they can. What are some of the other things that you consider important. I guess you had stepped out...I listed a few things that people may consider when they're selecting a job and I was wondering what people consider most important. I had mentioned responsibility, challenge, security, money, adventure, help others, have fun. Out of those items, which...what would you rank, say, the first three, the highest three?

David: Would you go over them again?

Jane: Sometimes the money is not that important. You can't find a guy that has money and not like what he's doing. - If I had a job (inaudible) make money.

DZ: There's tradeoffs. Ok. Danny?

Danny: A sense of accomplishment and a lot of money.

DZ: Ha ha OK. Lee, how about you?

Lee: Well, of course the money is an important thing, but um, you also want to enjoy something that you can....you know, if you enjoy it you can do it all your life...in other words...you may start out as a worker, but then as you get older you can get into a managerial job and kind of sit back and enjoy your experience and make more money also that sounds good to me.

DZ: It sounds like you see managers as if they slack up as you get older.

Lee: Well, when you get older, you...sometimes you get less responsibility but more....overseeing what other people are doing.

DZ: I see, how about you David, I haven't heard too much from you. What's important to you.

DAVID: Well, I guess just to have fun.

DZ: Have fun, and how do you define fun on a ideal job, what would that be for you?

DAVID: I just....lay back, do what I want, when I want.

DZ: So you kind of want to be your own boss?

DAVID: Yep.

DZ: The kind of job where you're gonna be your own boss. Ok. Let me throw out a few things and I'd like to get your opinion on what's probably the most important thing that you consider, let me throw out a few things and you know, you can rank order them if you will. These are things that are important in a career. Money, responsibility, challenge, security, adventure, help others, have fun. Which of those...say give me the top three. What top three would like to see in a job.

Jane: Money, challenge, fun (inaudible).

Keith: Security.

DZ: Ok, so everyone has a different opinion, for you it's money.

Jane: Well, not really, I'd rather help somebody that is in need,

Michelle: Everyone I think takes it.

DZ: Everyone takes it. Does everyone get letters that say you should go into this, this is what you're good at.

Jane: There's representatives that come from different schools and what they do is... they...whoever is interested in going to their school they'll give everybody a pass to go to a lecture and if you are interested you sign up and give your name and address. They send you information or things that you had asked them to send you. They will talk about everything, you know, college programs.

DZ: So is this stuff that you asked for or is this something that ah... It sounds like, Lee took these tests that said he was good in math so

Lee: It is like you get a list that you check off things. It might not be on the PSAT, you might get it from something else. And you just check off, you might have a slight interest in it. But as soon as they see it, they start sending you things. I got a letter one time that said we saw your SAT score, it was very high. This was before I even took the SAT! So, you know as soon as they find out that you have a slight interest you start getting letters.

DZ: They just push you.

Lee: Yea.

DZ: Okay.

Lenny: When you hit your senior year, different colleges start sending you stuff.

Keith: Yea, I have been getting five letters a day.

DZ: That's quite a few. Okay, let's try to switch gears here for awhile and I would like to get your perceptions of how you think the Army would be like as a way of life. What do you think the Army would be like?

Lenny: It would be fun to travel.

DZ: Travel.

Lenny: See different places.

DZ: So you see it as possibly being alot of fun.

Lenny: Going different places all over the world that you probably couldn't afford if you wanted to go there.

Jane: Our school had representatives from the Army come to the high schools and one of the guys I started talking to and we ended up being

friends and he was telling me about all of these places, you know, Texas and all around the world. He enjoys it and you know...he enjoyed going to different places and all the different schools and he learned a lot of interesting stuff.

DZ: So is it the travel that's...

Jane: Yea, (inaudible)

DZ: What about the rest of you? Danny?

Danny: Probably the number one thing probably would be the money that you make. If you didn't have a lot of money, you could make good money there.

DZ: In the Army?

Danny: Yea. And also probably what I would like is the travel.

DZ: The travel, right?

Jane: The education, too.

Lenny: They teach good. They teach different types of trades and you can get paid for it, like electronics.

Lee: You can get your hands right on the equipment and get training like experience with this and they pay you according to your travel and you get like a lot of benefits. If you stay with the Army you would have a lot of benefits later in your life. You can get a pension and you get high rank in our society and respect.

DZ: Why are you laughing, Kevin? What is funny about this? Okay, how many here would consider joining the Army? I mean I'm not trying to recruit you. I'm just... So we have got 3? 4? Three and a half. HA. HA. Okay. You would think about joining the Army. Okay, so, um, give me some positive, you have mentioned travel, you have mentioned ...

Jane: Well, the Army can help you decide what you want to do. I mean if like (inaudible) what you are really interested in. If you are interested in electronics or some thing, they could teach you about that more than a college.

DZ: So you think the Army could help you decide on a career? Is that what you're ...

Jane: That's what I hear...HA HA

Danny: You can also get away from it, like if you want to get away from your parents or ... Ha Ha

DZ: Okay. Some other positive things about the Army that attracts people.

Michelle: You get a better perspective of all our trades. Maybe you have made a decision but maybe there is something with just the Army that you would rather do than you find you like better.

DZ: So you think they give you a broad range ...

Michelle: Yes, a broader perspective.

DZ: Okay.

Jane: It's a good way of meeting people. There are different people around the world.

DZ: Travel, the adventure, kind of moving around. Is there anything else that people should think of that would be positive about the Army? How about some negative aspects then? Ha Ha. Okay, Danny.

Danny: I just couldn't see myself living the Army life.

DZ: Okay, why is that?

Danny: Working 600 hours or whatever, getting a crew cut. I don't know. I just couldn't see myself living so uptight. I need time to relax.

DZ: You see it as restricted. Is that ...

Danny: Not necessarily. The lifestyle maybe. Not as far as what you get to do and things but the way you live, it's very 1 2 3. I need variety.

DZ: Someone telling you what to do or trying ...

Danny: Yea, you have to live a certain way, act a certain way around certain people.

David: I couldn't stand taking orders. If I could be the sergeant I would go ahead and do it but it is not for me.

DZ: Not for you.

Lenny: I guess the chance of....war...Ha Ha.

DZ: That is definitely a negative aspect. What is something else? What are some other negative things you can think about in the Army? Those of you that didn't raise your hand when I asked who would join. Obviously there are some reasons why you wouldn't consider it as...

Lee: Well, I'm not sure about this but if you go into the Army and you have about a 5 year commitment, like if you go in and they put you through school for free, you have to serve for 5 years in some capacity. And then you might get in there and you might decide you don't like it and there is no getting out of it.

DZ: So you are kind of stuck

Lee: Yea, stuck and you have wasted 10 years of your life.

DZ: Larry, how about you?

Larry: Well, I don't want to join because I've made my plans.

DZ: You have got your career. Ha Ha

Larry: No, not a career but I planned that later I think I plan to get married and have a family. So I won't have time...

DZ: You don't think you could do that in the Army.

Larry: No

DZ: No, why? Why is that?

Lee: Injured.

Ha Ha

Larry: (Inaudible) years ago with war and everything you ain't going to be able to have time to live with your family. In fact, and besides that maybe there was probably a 50-50 chance that you probably get killed in there. That right there ruins your life.

DZ: Do you all see us in a war real soon? Is that.. you have mentioned about the war and all. Ha Ha

Larry: Yea, there is a good chance of it.

DZ: A good chance of it.

Larry: If they have the next war it will probably be against Russia..

Jane: If there is a war, I think we are all going to die by a nuclear war anyway.

David: Just freedom. The Army is not really free. You can't be free. If you want to go on a date or something like that, you can't do it.

DZ: You don't think they...

Larry: No they won't.

David: They've got you.

DZ: How do you guys know about the Army. I mean where did you get this knowledge that...

Jane: Friends.

Lee: Gomer Pyle.

Ha Ha

DZ: Gomer Pyle. Ha Ha Jane, you said friends.

Jane: Yea.

DZ: Do you have friends in the Army?

Jane: I don't have friends, but I know people that are in the Army. Well, a friend of mine has just joined and I think he likes it, I guess. And he said he enjoyed it but he wasn't in there for that long. So he really didn't get a chance (inaudible) but he is talking about (inaudible).

DZ: So do you view the Army positively now or...?

Jane: Well, from what he says but he is like, you know. He come to school and tries to get everyone to go and I don't know if he is trying to make me go in. Ha Ha What he says is fine because he travels.

DZ: Do you believe him though. It sounds like you ...

Jane: Well, he's not in high school anymore. He's somewhere in Texas.

David: There is always positives and negatives. You weigh the positives and then you weigh the negatives. If the positives come out right then go for it. At this time you know, there would be alot more negatives for me, you know, but I'm keeping it open, maybe some day..

DZ: You'll think about it.

David: Yea

DZ: Where have you heard about Army life or...

Daivd: I heard it from my father and grandfather...

DZ: They were in the military?

David: Yea...

DZ: And they liked it. They have positive things.

David: They have good stories and they have bad stories, you know. I didn't like some of the bad stories. I didn't want them to happen to me so at this time I don't think that that is what I want to do. But if my other career opportunities don't work out maybe then I'll decide.

Jane: One of my long distance cousins, we don't know each other but my parents know her. She went into the Army and she said she had a rough time and she ended up not staying very long. That is a negative thought of it. She couldn't handle it, she didn't like it, it wasn't what she had expected it to be.

DZ: Okay. How about the rest of you. Where have you heard about Army life. It sounds like most of you've formed an opinion one way or the other. Kelly?

KELLY: From friends.

DZ: Friends?

KELLY: Yea. Well, I know somebody who went in for 2 weeks. He said it was great, but I heard he's out.

Ha Ha

Kelly: He told all his friends that he got hurt pretty bad, so he got out. But I think he lied to get out.

DZ: So he lied just to get out of the Army. He didn't want ...

KELLY: He told everyone that it was great, that you could do anything you wanted to do, but that wasn't true.

DZ: You didn't believe him. Okay. So that is the only person you have heard about.

KELLY: Yea

DZ: Okay. How about you Lee?

Lee: I really don't know anybody...

DZ: Gomer Pyle Ha Ha

Lee: You just see on TV, you know, the news or whatever you might see it on. I have a feeling that when you are in the Army you might not enjoy it as much as you do when you get out. When you are out you might say, Thank God I got out of that. Now you can say it is great but when you are in there, I can just imagine myself being in the Army and praying to get out. Not waiting to get in.

DZ: So people look back on it differently. It wasn't so bad when they look back on it but while you are in there it is not that great. How about you Lenny?

Lenny: It is just relatives that have been in there.

DZ: You have relatives that have been in. What do they say about it?

Lenny: That was back when they was in a war, when they were in a war, they didn't like it that much. I mean they said it was at the time it was a place where he was earning money and I guess getting free food and shelter so it wasn't too bad.

DZ: Larry, how about you. Who did you...

Larry: Well, ah, I heard from a friend who has graduated last year who is in the Army now and he came up to school and I asked him how he (inaudible) and he said it was alright but I think once you, ah, what you really expect out of, what really anybody expect out of it. If he didn't sign in, he wouldn't go in cause it's not the way he really expected it to be.

DZ: So he did go in or he didn't?

Larry: Went in.

DZ: He went in but it is not the way he thought it would be. How was it different? What did he expect that he didn't get?

Larry: In a way he kinda expected alot, kinda of challenges which he didn't get. Challenges like they advertise on TV, but that is not it.

DZ: Okay. How about you, Kevin? You said you were thinking about maybe ...

Kevin: I was thinking but the thing that turned me off, our brother he was in Vietnam and he was telling me that he was watching people get killed, little kids over there they might try to kill you, you might be a situation where you have to kill them and people who do come back from wars, some of them might be shell-shocked or whatever. I don't go for that.

DZ: How about if we weren't in a war?

Kevin: I'd go in for the money and the discipline but for war I wouldn't go.

DZ: So you would go in for the discipline. How about the others of you? I mean I have heard that quite a bit. Some people would like to go in to get the discipline. Does that appeal to some people here? Ha Ha You don't want any. Ha Ha. Okay.

Jane: When you come out, you're in shape.

DZ: Physically. Okay. How do you think the Army compares with Air Force, Navy, Marines?

Kevin: All of it is pretty much the same.

DZ: You don't see any differences?

David: I think the Navy is the best.

DZ: Why do you think the Navy is the best?

David: Well, I just rather, you know, I think I would rather be in a ship. My legs get tired. I don't want to do all the hiking and stuff.

DZ: So you think they don't have that in the Navy?

David: Well, I don't think as much but you know I just, mainly I just like ships and stuff, I guess.

DZ: So you like ships. Okay. Keith, do you see any differences between the different branches of the military?

Keith: Um, personally I don't know that much about it. My friends and my father all seem to think that the Air Force is the best.

DZ: They were in the Air Force then?

Keith: No, my dad was in the Army and he said it ruined his life.

DZ: He said what?

Keith: He said that it kind of ruined his life a little bit.

DZ: How did it do that?

Keith: Cause he had just got married and they called him back in and he couldn't finish his schooling and then my little brother came along and he had to go to war.

DZ: So Larry is right. Ha Ha And he sees the Air Force as ...

Jane: Well airplanes move faster.

DZ: Yea, why does he think the Air Force..?

(INAUDIBLE)

DZ: He likes planes or...

Keith: No, not really.

Ha Ha

Keith: I guess just what he has read about it.

DZ: Okay, how about the rest of you? What, ah, do you see any differences in the different branches?

Jane : If there was a war, I would not want to be in the Army I would rather be in the Air Force because airplanes go faster and there (inaudible) easier way to get in the way. I mean I would not want to be on a ship. Ha Ha

David: In the Army, you can hide.

Jane: Yea, but you can also get blown up on the ground.

Lee: Well, if you were right up in the air and you are going to fall all the way down to the ground.

DZ: It sounds like a lot of people...

David: I'd rather (inaudible) be the general and stay out of the way.

DZ: It sounds like a lot of people see, they look at the military in terms of war here.

Jane: Not the females.

Lee: Ah, I see two situations that are different. If it is in war, it seems like it is all the same to me because you are fighting one way or the other, you have an equal chance of getting killed. But if you're not in war, it seems like in the Army and Marines, what can you do but practice fighting and shooting and things like that. But if you're in the Navy and Air Force, you can learn other things. You can have some technology stuff.

David: That's true.

Lee: What can you do in the Army? You can hike around, target practice, shooting dummies or something. What can you do?

DZ: So you see the Air Force and the Navy more technically

Lee: The Army and Marines is more for someone who wants strict discipline and wants to learn like getting in to shape and how to handle themselves. And the Army and other things, I'm sure you get some discipline in there but you also learn a field that can help you when you get, if you get out.

Jane: It doesn't matter what you're in. You still can get killed, and there will always be a war.

DZ: Okay. Do the rest of you feel like that? That, you know, war is a high probability and that would definately... No, you don't Danny?

Danny: No, I don't think... If we were at war now, I don't think we would be involved in it the same way as we have been in the past. I think that our technology as far as weapons go would limit hand to hand combat. Absolutely nothing, there would be no...

DZ: So that is not an influence.

Danny: The only reason why I would stay in the Army or Marines is to keep from being stationed in like Saudi Arabia or something. You know if you're in the Air Force or the Navy you might go over there but you would still be, you know, with your own people. But if your in the Army and you get stationed up there, you have to live there and like I heard, you know on the news, obviously (inaudible).

DZ: Okay, so it doesn't sound like that would be a big influence in why you joined.

Danny: No

DZ: How about the rest of you? Would possibly a war, I mean we don't know if...

David: A war would probably, I would have to join right?

DZ: Well, I'm saying it sounds like some of you here see that there is a lot of turmoil in the world and a lot of wars going on, would that influence you in joining? I mean we are not in a war right but would that...

David: I mean if there was a war, of course I would go out there, you know, sure that I can defend my country you know. Go out there and be more than happy to fight.

DZ: If there is a war, they are going to draft you probably though.

David: Right, if they declare war then I'll go.

DZ: Okay.

Lenny: There are no wars on now but even if Reagan sends troops over to different countries to protect them, they're getting killed too, just over there protecting them. We're not involved in combat but they're getting killed cause there are other countries shooting at them. I mean if you go over there to try to intervene and try to stop two other countries that are fighting and you end up losing. Just like the Marines over there somewhere.

DZ: So would you think about these things before you say thought about enlisting or signing up?

Lenny: Yea, I guess so because I mean I wouldn't think there is going to be a war soon but there is always a chance that the President or whoever is going to send you over to protect our country and they are sitting over there like um, just in the open, ready to get killed.

DZ: Do the rest of you feel the same way or...that we might be in a war, so you'd think twice about possibly joining?

Jane: I'm afraid to die.

Lee: Well, it is like this, when you turn 18, you have to sign up it's the law and I mean, I wouldn't sign up for the armed forces but if I did, I would just pray for five years or whatever it is that nothing happened. And I couldn't wait until the war is over.

Kevin: I don't think there is going to be a war any time soon. It might, you know, little countries might fight you know combat guns and all, but as far as the US and Russia or something like that, I don't think so, because it will be nuclear weapons and I think everybody is scared to push that button.

DZ: So the possibility of war wouldn't really weigh in your mind in

thinking about maybe joining the military or something.

Lee: It seems like, you know, the U.S. will be going to get in a war in the next five years. The way the world works, ah, take for instance, that whatever happens in Egypt, ... the highjacking, that little incident there could cause a war between Egypt and Libya and if they start going to war, we or some other countries are going to start helping in. That is the way World War I started, World War II or whatever. People might be joining now saying that there is not going to be a war in the next five years but you never know. It could happen just like that in a couple of days.

DZ: Okay. How about, how would you judge the ah what could the Army offer people or offer you that would influence you possibly to be more likely to join up or see it as a career.

Larry: Money

DZ: Money? You think they don't offer enough money. Is that what...

Kevin: No, they offer enough money but the only reason why I would go in would be the money or you know discipline or possibly rank.

DZ: So what could they offer you that would influence you? More money, better rank or....

Larry: Yea.

DZ: Things like that.

David: A little more freedom ... in what I want to do.

DZ: In what way? Freedom in what way?

David: To go out and party a little bit. Go out and have fun. More than just the once a month or whatever you get. You know, just have another life besides just the Army. Make the Army an alternative, not a total thing to do. And not all the, too much obligations now. That's what I hate. I could probably deal with a couple months, you know, .

Keith: I think more people would join if it was something like the reserves where you go awhile and then come home instead of staying there for a long period of time.

Danny: I think more people would give it a try also if you weren't obligated to stay there. If you didn't like it, I mean, you're screwed, there is nothing you can do about it and if you consider it an option and give it a try maybe you'll stay with it and maybe you won't but you have that choice.

DZ: Do you see that as an option in the civilian world like if you have a job you don't like you just quit.

David: Yes

Danny: Well, it is not that easy but you probably have that opportunity to get a new job in something that you are more interested in.

David: Maybe they could clean it up a little bit, you know. They get alot of bad press with some fags there.

Ha Ha Ha

DZ: How does that relate to the civilian world? Do you see that being different?

Kevin: Yea, because in civilian life you know of homosexuals and you stay away from them but like, you know, you're couped up there with them, you can't go nowhere.

DZ: I see.

Kevin: You're forced.

Jane: I don't think it's a big deal - homosexuals in the Army.

Ha Ha Ha

Jane: I don't think it is as much as you think it is.

Larry: Oh yes it is. You got, some probably have to stay up all night.

Ha Ha Ha

Larry: You get a bunch of guys together (inaudible).

Jane: I think you can on weekends after a certain amount of time of being there on weekends, don't they have leave or something?

DZ: I guess after basic training.

Jane: I don't think they go as far as homosexuality.

Larry: You don't know that.

Jane: I don't know

Larry: Cause I mean when you're in the Army and you sleep you don't know what could be happening to you.

Ha Ha Ha

Larry: A lot of people don't even feel when somebody is touching them so how do you know when a faggot (inaudible)..

Ha Ha Ha

Jane: I think you would know.

Larry: Girls don't have to worry about it, it is these guys that have to worry about it.

DZ: Do you really think there is a great deal of homosexuality in ...

Larry: Yea, but I think there are a lot of homosexuals but alot of people, Army, really any armed forces, they wouldn't really know unless somebody speaks out about it because alot of times the tests won't show whether they are faggots or not. Yea, but look, I mean, (inaudible) how do you know whether they're faggots or not

Ha Ha Ha

Larry: (Inaudible) I mean a lot of people are ashamed of it and they wouldn't admit it. I mean they would just go on and do what they usually do without anybody knowing.

Danny: I don't think it is a big problem. I don't see the Army as a place for flaming homosexuals to run around naked raping people.

Jane: I've heard stories. A friend of my brother ... they go to bars ... they can find somebody but they are strict about homosexuals in the Army, I heard. I mean, if somebody gets caught doing something and they yell (inaudible) I heard that if they get caught they get in serious trouble.

DZ: What about some other things? How do they compare with a civilian lifestyle? How about money, let's pull out some things?

Jane: Well, it is a good way to save your money. I mean...

DZ: In the military?

Jane: You don't spend it while you're in there.

Jane: Well, my friend, in the Army, he was always having fun. The only time he spends his money is at a bar. He's not wasting his money. They pay for your food and shelter.

DZ: You do save a lot of money. Things are provided, you know...

Keith: It also depends on the job you have. I mean if you are a lawyer, electronic engineer and you are making a lot of money you'll have the money to start your future. In the Army they have so much but once you go to buy a house, it won't be that much.

DZ: Okay, how about the rest of you? How do you see the civilian world versus the military?

Lee: With the money, you might start off when you go in the Army,

take a person who goes into college and a person who goes in the Army. The person who goes into the Army is going to make more money first probably for about 10 years but then after that, the civilian is going to start catching up. He is going to pass him and eventually the civilian is going to wind up making a lot more money probably.

DZ: What about the person who goes into say the military for 2 years to get educational benefits, he comes out and goes to college because he has the money to go to college?

Jane: Well the military helps you find a job. Once you have experience doing something, it's easier to find a job.

DZ: What about some other things? How does, what do you think about when you compare say a civilian job with say maybe not a job in the military but say a two or four year enlistment in the military? What do you think about?

Larry: Freedom, going home at night.

DZ: Going home at night and freedom.

Lenny: You can leave a civilian job and go home at night.

DZ: So do think that if the Army could offer possibly ah if they had a base where you lived and you were allowed to spend some time with friends and family, that would be an advantage?

Lenny: Yea.

DZ: What are some other things that you think about when comparing the two?

Keith: You miss your family, your girlfriend.

DZ: What about the rest of you? What would you... Do you see some tradeoffs in enlisting say, I mean has anyone here talked to a recruiter?

Keith: Yea

David: They called me up on the phone.

DZ: They called you on the phone?

David: Yea.

DZ: Ah, were you thinking about joining the Army before they called or had you considered it?

David: Yea.

DZ: And...

David: My parents said don't.

DZ: Your parents said don't. Did the recruiter influence you in any way. I mean...

David: They were really nice. I didn't ... but, you know, they were pretty, they did things I couldn't talk sometimes and I told them to call me back at 6:00, you know, and they would call me back at 6:00. I don't know, they were nice people and you know they bugged me sometimes, you know, but they were generally nice, you know. They just have... When I decided to go to college, they said that they had a program there if you can go to school and go there and I said no and they kept on coming up with alternatives and I kept telling them that I didn't want to do it.

DZ: Was it pressured, high pressure?

David: A little bit.

DZ: A little bit, not alot. What did he say that made you think positively about the Army or made you more interested in joining?

David: Um, he told me that I could learn a lot and wouldn't have to spend the money going to college.

DZ: It sounds like the education benefits would influence you.

David: Yea, because they are only going to tell you the good side.

DZ: Is that what you think about recruiters? You think, you know, that they are going to say anything to get you in?

Jane: They have a job to do. They only tell you what's good about it.

DZ: What would they do to get you to believe them? I mean, ...

Jane: Point out some of the bad things or ... give examples (inaudible). They're just like sales people.

DZ: Have they talked to anyone else here besides David?

Lee: I haven't talked to anyone, but these letters. I don't even read them if they don't say Dear Mr. Harris because if it says Dear Student, you know, it's not very important but ... you open it up and you see all these great things they tell you about like your going to make money, you going to get to travel. It doesn't say at the bottom that you might get your head shot off. And then, when I see somebody from the Army I say Oh, My Gosh (inaudible).

David: I get three letters a day sometimes.

DZ: Really.

David: Yea.

DZ: From the same people?

David: Yea. And they tell you the same things (inaudible). You know, they have a job to do so, you know, they sent too many letters, I tell them to stop the letters. I called them up and told them.

Ha Ha Ha

DZ: Did they stop?

David: Well, I only get one a day now.

DZ: Okay. Well, what could the recruiter do that would, ah, get you to believe him. It sounds like most of you kinda of think "He's just trying to sell me this great thing about the Army"....

Jane: They should tell you the truth. They just tell you positive things. Now I just hear from friends that you don't hear the negative things about it then you would expect it when you went in there and you know, people are disappointed ... when they went in and obviously they didn't know the negative points

DZ: Tell you the negative things as well as the positive aspects of the military.

Jane: They are not going to find out or anything.

DZ: What about those of you who are thinking of an education? Do you think the, ah, do you think there is a trade-off would you enlist, say, for 2, 4 years to get the money for education? You shook your head no, Lenny?

Lenny: It all depends on what type of education you are planning on getting. I mean, the Army can offer electronics and everything but can it offer some sort of education in say management or...

DZ: Well say you sign up for 2 or 4 years and they give you money for education when you get out, they give you I don't know if they pay for 2 years, if you're in for 2 years maybe they pay for 2 years worth of college.

David: If I was interested in electronics, I'd go there in a second. It's the way to get it you know. But for me it is just no good you know personally. I think it is great for people to get paid for learning. You can't beat that.

Lenny: Also, I mean, if you want to go to school and you have no other way to get the money for it I guess that is the only way you are going to get it for some reason, you are going to have to join if you want to go to school to get an education.

DZ: Okay. How about the rest of you?

(INAUDIBLE)

DZ: Does um, what kind of person do you think joins the Army or the Navy or whoever?

Michelle: All different kinds.

DZ: Why wouldn't you join? What makes you different from...

Jane: I am just not interested in the Army. It's not that I don't like it, it just does have anything that interests me.

DZ: What interests you?

Jane: It is not what I would want to do. It is not something (inaudible) and teaching. Electronics is probably the best thing to go in there for but I'm not interested in electronics.

David: I'd say that it would be real intelligent people who would go into the Army and the geeks and then it would be the people who just don't have the money for it.

DZ: You mentioned people that are into electronics, you know, that would be a great place for them. What other kind of people would?

Lenny: The violent type.

DZ: The what?

Lenny: The violent type.

DZ: The violent type.

Jane: People that didn't want to work with children.

DZ: You don't think it would offer any experiences with children.

Jane: Not really. You can't learn to change a diaper in the Army.

Larry: That reminds me. I think people only go if they don't know what they would do with their lives.

DZ: Go in?

Larry: Yes. They don't know what to do.

DZ: That gets back to something I think you said, Jane, about people, ah, it helps you decide on a career. You go in for awhile and maybe it helps you decide on a career, what you want to do with your life.

Jane: (inaudible)

DZ: Okay.

Daivd: Maybe you got kicked out of your house and you don't have no where to go.

DZ: Okay. There are a few here that possibly might join. Most of you sounds like you wouldn't join.

Lenny: The Army they get, you know how they have the reserves and everything like that, people who wanted to find out what the Army was like there is the chance they could go to the reserves and (inaudible) pass and they go, in a sense, to see what it is really like, the training and everything to see what it is like and then if they decide to enlist for 2 or 4 years they will know what it is really like and go out for it.

Keith: That's true.

DZ: Okay.

Jane: Wait. I don't understand What do you owe to the Army when you join the reserves? About 2 weeks in a month or something like that?

Jane: Two months a year.

Lenny: Two weekends? Something like two weekends a month.

Jane: So in the end what do you owe the Army?

DZ: I think the reserves and I'm not sure since (inaudible).

Jane: (Inaudible)

DZ: Yea, and then you get money

Jane: Yea, but it seems like it is the way of convincing you to join. You know, it seems like you owe them something after that ...

DZ: I don't know. Can you just join the reserves ...

Jane: I know nothing about it ...

Lee: Well, are you talking about like going into the Naval Academy or just joining the forces like to get training. It is two different things. Cause like um, to get in the Naval Academy you have to be really smart and you have to be physically fit and they have really strict guidelines to get in.

David: Got to have connections also with senators and stuff.

Lee: Yea, like you have to have a ridiculous amount of recommendations to get in there and then they pay for all your schooling. You have got to do something. If you go into the forces, you get training. I don't even know about that.

Larry: The Naval Academy ROTC, they have uh, at some schools like uh...

DZ: Colleges, yea...

Kevin: The Naval Academy you go to school for the four years and then you have to stay in for another 5 for training. Like the football players, they go to school for four years and play football but they are not eligible to go to the NFL for another five years. It stinks.

DZ: It sounds like a great many of you don't really know what the Army can offer in terms of benefits, educational benefits and uh..

Jane: I have heard a lot of people say they are going to join re-enlist again for at least 20 years...

DZ: Oh, really?

Jane: Well, my mom's friend, he has been in there since he was 17 or 19. I think he is like 28 or 29. He wants to stay in there and he is married and everything and doesn't have a problem with it. I wouldn't want to be married to somebody that was in the Army.

DZ: Okay. What about, how does a civilian career say... It sounds like those of you who are deciding on your careers, what you are going to do, did the military, did you ever think about that in terms of making a career decision, joining... No? Not at all. Is that just because you just never thought about it or it's like "Yea, you know, that it is an option I have but..."

Danny: It is the field you go into that decides that. I am going into law and I don't see I can get any training in the Army to be a lawyer. If I was interested in electronics I would say that would be a different story.

DZ: So you would think about it, consider it? Okay, so it is the field that... Most of you agree with that?

David: Yes

DZ: Okay.

Jane: If I wanted to be a nurse (inaudible)

DZ: Okay. I would like to get a little more about what you consider when you are making a decision on a career. I am having trouble on getting a handle on what things you think about when you are trying to decide what you want to do with your future. I mean what is the process you go through? Is it "Well, my father just told me to do this and that is what I'm doing" or...

David: The pluses and minuses like you said before. You just gotta...

DZ: What pluses and like what minuses?

David: Well, uh, how much time you are going to have to do what you want to do...

DZ: Freedom. Okay.

David: You know maybe your salary. Um, maybe if you like what you are doing, maybe if you like who you are working with. If you like where you are working at...

DZ: So, how does the, ah, I mean, I agree those things are very important. How would you compare those, say ah, some kind of civilian job with say you go in the military for say 2 or 4 years. How does that, you don't always know where you are going to be working in either place, you don't know who you will be working with. I am just trying to get a handle on all those

David: You know if you hadn't got a job at home then you have got your job but after you get out of the Army you got to get, you know, you've got to find yourself a job.

DZ: So, it's the same process?

Larry: That's the way I see it. It's you running your own life instead of with the military running your life. (Inaudible) do what you want. I mean, in the Army you might as well hang it up because you ain't going to be doing nothing except what they say you do.

DZ: Okay. How about the rest of you? What did you go through when you were trying to decide on what you wanted to do for a future?

Lenny: It's what I like best, what you really want to sit down and do for the rest of your life. You are not gonna want and go out and do something you don't want to do or work with something you really don't like.

David: How much money I had, you know, if I could afford it going to school. How much my parents had, you know.

DZ: If there was a job you really would like. Say you wanted to be a doctor, but couldn't afford to go to school, would you be willing to make the trade off that, um, be in the military for 4 years, get the money for education when you get out...

David: For a doctor, no doubt about it. Yea. Yea, you don't have a choice.

DZ: So you would be willing to make that trade-off, to give up some of your time to get the money when you got out for education.

David: Oh yea. Definitely.

DZ: How about the rest of you? Would you be willing to make trade-offs like that?

Larry: No, I would just find someone else to do it...

Ha Ha Ha

DZ: Okay.

Danny: Are you asking us if we had a choice if we would take the Army or let's say a part time job in order to raise money? Is that what you are asking?

DZ: Well, it sounds like you would rather take a part time job...

Danny: Well, ah...

DZ: You know, I am just saying, ah, would you rather, would you be willing to, say, stand 2 or 4 years in the military, however,....

Danny: In order to get money for school

DZ: Yea, when you get out.

Danny: I think it depends on what you are going into, what field you are going into. The Army can help you do it. Otherwise, if you are just going to get the money, I think you could have a lot better time finding a job and living on your own.

DZ: Okay. What about the rest of you? What do you think? Keith, I haven't heard from you.

Keith: I didn't hear the question.

Ha Ha Ha

DZ: Uh, would you be willing to make a trade-off? Would you go into the military, Army, Navy or whatever for 2 to 4 years...

Keith: Never. I mean....

DZ: You wouldn't.

Keith: You know while you had the chance. I mean, I could have done it before. It was an option. My last option. One that I didn't want to do. I mean, it is not a bad option, it was just the last one.

DZ: Why was it the last one?

Keith: Because just making the committment. I wasn't ready to go in for 2 to 4 years.

DZ: Okay. What about the rest of you? Would any of you make that trade-off other than David back there?

Lee: I wouldn't.

DZ: You wouldn't. Is that because college is, you know, let's say your parents couldn't afford it, you couldn't afford, but you really wanted to go to college.

Lee: Well, it kinda of depends who you are. If you are, say you wanted to be a doctor and you go to a counselor and he says the finest school for being a doctor is Johns Hopkins. And you say how much is it and he tells you and your eyes are bugging out of your head because it is so much money. If you really wanted to be a doctor and you wanted to go to Johns Hopkins, they will find a way. They will find a way to get you in there. If you are going to be a doctor, you have to be fairly intelligent, they will find some kind of way. There are a million kinds of scholarships you can get. They can get you a job on the campus. I mean I would find every possible way not to join the military.

DZ: Okay. Do the rest of you feel the same way? That it would be a last resort?

Jane: (Inaudible)

DZ: Okay.

Larry: For me, I would have to be very desperate.

Ha Ha Ha

DZ: Okay. What is the likelihood that some of those things I mentioned, say responsibility, what is the likelihood that you would find that in the careers you have chosen versus say a military career?

David: You mean more or less? Is that what you are....

DZ: Yea, would it be, um, you'd be more likely to have more responsible in, say, the military versus, I don't know, whatever you've decided on.

David: Are you saying right now? Because right now I am living with my parents, you know. There is going to be more responsibility if I go in the military. If not, there is going to be more responsibility when I am a civilian.

DZ: Okay. What about money? When you start....

David: Well, that's not most important to me so....

DZ: Right, yours was responsibility, have fun, money was in there.

David: Yea, but that is not most important thing.

DZ: What is the most important thing to you?

David: Well, I really couldn't put my finger on it. It would be up there but, you know, maybe what people would think of me...

DZ: Prestige, kinda of...

David: Yea, you know, some of the people that are rich I can't stand so many poor people I can deal with, you know.

DZ: So you think, in the career you have chosen, you will be seen differently than if you went into the military.

David: Yeah, you know, just have people like me, for the person I am and not how much money I make. It is not that important to me.

DZ: Okay. What about the rest of you? Do you have any thoughts on that, on how different things are viewed? I mean, we have all decided, more or less, most of you have, on what you want to do. How do you see the options, the positive things about what you've decided to do. What's positive about that job that you wouldn't find in the military?

Larry: You could be moved up to a higher position. You could also be making more money than the Army could be providing.

David: I will be near New York and I can party.

Ha Ha Ha

DZ: Okay. Okay, Michelle, you want to be a cosmotologist.

Michelle: Yea, that is what I want to do. I have no reason to join the Army.

DZ: So that is something you don't think they could offer?

Michelle: It is there but it is not for me.

DZ: Why? Why isn't it?

Michelle: Because I have already decided what I would like to do, what I am interested in and I don't think there is any thing in the army that, any kinds of trades that I would be interested in.

DZ: They wouldn't offer that. I don't know but they probably don't. I don't know. How about you Kelly? I have heard from you in a while.

Kelly: Can I hear the question again?

DZ: How about, uh, I mean, you said you liked to work with children.

Kelly: Yes.

DZ: Do you think the military could offer anything in that way?

Kelly: No

DZ: Maybe a nurse or something? I don't know.

Kelly: No

DZ: So is that the big determining factor? It sounds like here tonight, that, uh, the military doesn't offer you what you want to do.

Danny: It depends what you want to do.

DZ: Yea, exactly. That is the same thing.

Danny: In my personal case it doesn't. With others, it would. It depends on the person and what they want to do.

DZ: So is that kind of a consensus here, that people feel that well if you want, say, to go into electronics, you could join the military but it doesn't have what I want to do.

Danny: Right.

DZ: It doesn't have helping children or cosmology....

David: And also your income.

DZ: Your income? Make more money as a civilian or...

David: Right. If you have to go, you have to go.

DZ: Oh, if you have nothing else to do.

David: Right.

DZ: That and also tonight you have mentioned that it helps you decide on what you want to do. So if you are undecided you might join.

David: Yea.

DZ: For a couple of years and.... Okay. Okay, well, let's see if I have anything else here. No one else here has been contacted by a recruiter other than David. Other than letters.

Jane: They called.

Keith: They called.

DZ: They called? What did you think when they called you? What did they say?

Keith: He said Hi. He didn't know how to pronounce my name right and, uh, he just asked me if I was very happy and he called back about 4 times but...

DZ: He called back?

Keith: I told him that I was a homosexual and he hasn't called back since.

Ha Ha Ha

DZ: What did he say that turned you off or made you interested?

Keith: (Inaudible)

David: I told him that I had mono so he stopped calling.

Michelle: Wasn't that true?

David: So they stopped ... they haven't called.

DZ: How about you, Kelly?

Kelly: (Inaudible) They just called to see if they could come over and meet you and tell you great things about it.

DZ: And you just didn't want to listen to it? You had no interest whatsoever.

Kelly: At the time I was in school and I wasn't interested at the time.

DZ: Okay.

Kelly: They called my father. They sent letters all the time.

DZ: Has anybody else talked to a recruiter on the phone or in person or...

Danny: I talked to them in school but like I wasn't really interested in what they were saying. They gave me bookcovers and stuff and stickers. So I picked some up and they start talking to him and they started feeding me all the lines like "Yea, you are looking for challenge? We've got challenge. We can give you on the job experience" and I went "Yea, I'm leaving."

David: I talked to them at the movies. They had a movie projector and showed movies.

DZ: What did you think of the movies?

David: Pretty good. They showed, um, they showed like the Super Bowl of old times, they had it up there. It was nice of them.

Ha Ha Ha

DZ: Has anybody else had any contact with them? It sounds like when

they did call or you saw them in High School, you knew what, you more or less had made your mind up. They weren't going to influence you one way or the other. Is that true? It is for you. How about you Kelly?

KELLY: Yea.

DZ: Danny, you didn't want to talk to them. You knew what you....

Danny: Yea, if I was to be influenced in anyway, it would have to be by someone that I trusted. I have a friend that went in the Army and he liked it and that is what he wanted to do. I'd go to someone like that before I would talk to a recruiter who I feel could potentially change my mind and convince me to do something I wouldn't want to do.

DZ: It sounds like most of you were influenced by someone in deciding on a career. Is that the way, I mean, it sounds like, say, you had a real close friend, your father or whoever, and they told you really, great things about the Army, do you think that would influence you? Would you consider it more as an option?

David: You mean true stories?

DZ: Yea, let's say they are true. Well, I mean, say it was a close friend and he told you the truth, he loved it and you had similar interests to your friend.

Lenny: It all depends on what I am doing at the time, really. If I had a successful job then there would be no way but if I'm not doing much, just lying around, there is always a chance I would take it into consideration.

DZ: What's the most, ah, why wouldn't you ever join? Why don't you consider the military? I'm just curious. What's the big things about it?

Lenny: War.

DZ: War. It goes back to that.

Keith: Yeah.

DZ: Maybe that is the sign of the times that we're living in right now that is influencing enlistment. So war is number 1, huh? What else? What else would influence you? Why don't you people consider it?

Danny: I think just the careers. I think career decisions. It can't help you, I mean....

DZ: Okay. What did you say, Keith?

Keith: The committment.

DZ: Committment. The time you have to give them. Okay.

Okay. Well, I want to thank you for your time tonight. I think we have learned something, I mean, I know I have. Ha Ha Ha And thanks a lot. Have a good evening.

APPENDIX K

TRANSCRIPT - KANSAS CITY, KS FOCUS GROUP

KANSAS CITY

Hi, my name is Debbie and I work for a company and we do research on career decision making and that's what we are going to talk about tonight. The research I 'm doing is being sponsored by the Army; I want to emphasize that I'm not a recruiter, I'm not going to get you to sign up or anything, but the Army is interested in seeing what bright young individuals, you know, what they think about when they are trying to make a career decisions, trying to improve what they offer people basically. I want to let you know that tonight's session is being taped and that's basically so I don't have to sit here and take notes, I can go back and listen to the tapes and I won't have to take notes while I'm here. I want you to feel free to talk tonight because I want to get your ideas and opinions, which are real important to us. If you disagree with what someone is saying, feel free to speak right up, you know there's no right or wrong answers, we just want to know what you think about when you're making a career decision. I'd appreciate it if you could turn your name tags so that they face me. What I'd like to do first of all is just go around the room and I'd like you to give me your first name and tell me if you're in school, if you're in college, if you're working, you know, what you're doing right now. So, we'll start with you Jennifer.

Jennifer: My name is Jennifer and I go to high school and I go to a vo-tech school.

Debbie: Ok, what are you doing in vo-tech? Have you decided what you want to do in terms of a career?

Jennifer: Well, in July I graduate from vo-tech out of a cosmetology class.

Debbie: Is that what you want to do?

Jennifer: For a while.

Debbie: Ok.

David: My name is David and I'm going to college right now. I work out at Western Auto in Jewel Corners. I went to vo-tech school as an auto mechanic and I decided that I didn't want to do that.

Debbie: Ok. Have you decided what you want to do now?

David: No, not yet.

Debbie: Is that why you're going to college?

David: Yes, I'm just taking all the classes I need.

Tammy: My name is Tammy and I graduate this semester from high school, and I was working for my dad right now as a secretary.

Debbie: Have you thought about a career?

Tammy: Not really.

Debbie: Not yet, you're just not sure what you want to do. Ok.

Angie: My name is Angie and I go to Blue Valley.

Debbie: That's a college or a high school?

Angie: It's a high school.

Debbie: Ok.

Angie: And I'm going to be an accountant.....probably.

Debbie: Probably. Ok, you've made your decision, ok.

Eric: I'm Eric and I go to Shireton and I want to be a police officer.

Mike: I'm Mike and I just want to get in business for myself because I don't like working under other people.

Debbie: Are you in high school?

Mike: No, I graduated two years ago.

Debbie: Are you working now?

Mike: Yes. I work for a Toyota Dealer.

Debbie: Do you like it?

Mike: Not really, I mean, it was alright for about the first week.

Debbie: And you haven't decided what kind of business you want to go into?

Mike: Not really, I just want to go into business...something I want to do that I like.

Scott: My name is Scott and I'm gonna graduate Sunday from O'Herna high school and I don't know what I'm going to do.

Debbie: Have you thought about it?

Scott: Well, I'm gonna go to college.

Mike: My name is Mike and I go to Ruskin high school. I work in McDonald's and I plan on going into business management of some kind.

Debbie: You plan on going to college?

Mike: Yes.

Debbie: Ok, what I'm going to do is pass out some questionnaires; there are pencils in the center; I'd like you to take some time and you can just put your first name, you don't have to be worried about us using this against you or anything like that. I just want to get your ideas and opinions in here. So, if you'll fill these out for me. Make sure you put just your first name at the top. If you have any questions, please feel free to ask. For the different questionnaires, fill out the questions, fill out all the questions. Don't think of this as a test. I want everybody to check and make sure that they've put their name on each sheet. Ok. What did you think of the questionnaire, was it easy to fill out, did anyone have any problems? I have couple of questions concerning your questionnaire. The first one, to remember the sentences that said, "I intend to follow the thinking of my friend, or my parents, or my teachers", did you consider that as a separate question or did you kind of link it with the question that said "my friend, parents, or teachers, think that I should enlist in the Army, or think that I should go to college", what did you think about that? Did you link those two questions or did you just consider it entirely separate?

Scott: Separate.

Debbie: Everybody thought.....ok. So you didn't link them together like ... "my parents think I should enlist in the Army" and then later on you were asked, "I tend to follow the thinking of my parents,".... ok, no one links it, is that correct? Ok. What did you think about the nine-month time span, you know, "within nine months I think I'll get a job, or go to college", do you think that it's too short of a time period, too long....we're trying to get a feel for when people are making this decision.

Scott: Nine months seems like a long time.

Debbie: Does it, what do you think would be better.

David: Three months. I mean, within nine months you can change your mind.

Debbie: So, say we gave this to high school seniors, three months?

Mike: Yes. At the end of the summer

Debbie: End of the summer.

Scott: Don't you usually have to go to school in August?

Debbie: Ok. So most people think nine months is too long, it should be a little shorter, like three months, is that too short?

Mike: Three or four months is just about right. If you have to make a decision you might go to college or something anyway.

Debbie: Ok, that's a good point because we're pilot testing this right now, we're trying to figure out how we can change it to make it better. There were some factors that were listed in there like job satisfaction. I want to get your definition of what job satisfaction is. What do you think job satisfaction means?

Mike: Being happy with your job.

Debbie: Ok. Happy in what way?

Mike: That you aren't sorry that you're doing it. Something you enjoy.

Debbie: Ok. What about you Tammy?

Tammy: Doing the best that you can at work and working up to high standards, I mean you can't just do something when you can do better, you should be doing...

Debbie: Ok. So that's job satisfaction to you. What about you David?

David: You have a job that you enjoy, that you look forward to getting up for, you don't fight it. Like, "Do I have to go to work this morning?" And good pay and good benefits, and as long as you enjoy it.

Debbie: Ok. So it's something you enjoy. Does anybody else have a different meaning of what they think job satisfaction is. How about personal growth which is mentioned in there. What does personal growth mean to you? Jennifer? What does personal growth mean to you?

Jennifer: To be able to advance and get better at whatever you do.

Debbie: Ok. Scott, how about you? What opportunities for personal growth what is personal growth to you?

Scott: When you get stagnated and you can't grow...you're fixed...you have to stay there.....you ought to be able get your goals.

Debbie: Ok. So personal growth means you can learn more things and more or less you're growing as a person I guess and job satisfaction is you're enjoying the job. Ok. How about being

patriotic. What is being patriotic or patriotism mean to you here?

David: Loyalty to something.

Debbie: Ok. Eric, how about you, what is.....

Eric: Loyalty.

Debbie: Ok. So you can be patriotic and work for a company, do you think...is that being patriotic...

Eric: To the company yes. You know what they're talking about...being patriotic...

Debbie: Serving one's country, ok.

Eric: Fighting for something that you believe in.....

Debbie: Do you think you can have a job and serve one's country and be patriotic by having a regular job, is that it?

Scott: Yes. Cause you do your part at the company or whatever and that's gonna help your country, whatever.

Debbie: Ok. Does anyone else think differently? Is that...can you be patriotic...is that being the same cause different people look at being patriotic differently....

David: I just think you have to be just like you said... you got to be patriotic, you got to go fight for something, or you know....and don't think that you can do that in a civilian job.

Debbie: Ok, so you don't see that as being patriotic, serving one's country and working at a regular job. How many people think that working at a regular job is being patriotic...serving one's country? Ok. About four of you here, it's like divided then. How about going to college? Do you see that as the same thing? As serving one's country? Ok. Alright, what about benefits, when they say you know, the job has good benefits or the Army has good benefits, what benefits.... what does that mean to you? Angie?

Angie: I think benefits is like you know when you get insurance or like your dental plan paid and that sort of thing....

Debbie: Medical coverage? Is there anything else people think about?

Mike: Paid vacation, pension.

Eric: Any reward for something you do.

Debbie: Would your consider your salary a benefit?

Eric: Yes, cause it rises. It rises as you work, as the number of years increases, the amount of time you worked.

Debbie: Ok. How did you all decide what you want to do. Angie said she wants to be an accountant. Why?

Angie: Well, my father was an accountant and I have always worked in his office and I took accounting classes and I did well in all of them.

Debbie: So you kind of were exposed to your father?

Angie: Yeah.

Debbie: Ok. How about you Jennifer? Why did you decide to go into cosmetology ?

Jennifer: I didn't want to stay all day in high school, and cosmetology got me out early.

Debbie: Ok.

Jennifer: But I didn't know if I was going to like it and I didn't know anything about it, but I liked it.

Debbie: Ok. David, how about you? What are you thinking about when you think about, well, what am I going to do.

David: Well, I'm not gonna work at any, or just try to get my own business, I have a couple of ideas started, I don't want to work for any other company, you never advance high enough where it's worth it.

Debbie: So you want to like start a business?

David: Yes.

Debbie: Why did you decide to do that? What did you think about when you were deciding?

David: Work your own hours, plus the harder you work for yourself, not for somebody else.

Debbie: Do you think you'll be able to do this?

David: Yes.

Debbie: Ok. Tammy, how about you? What did you think about when....

Tammy: Well, I haven't really thought at all, but I think I'm going to go to junior college and just take different classes.

Debbie: And you haven't thought at all about a career decision.

Tammy: Well, my parents have but...

Debbie: Ok. Eric, how about you?

Eric: I don't know, I just decided one day.

Debbie: How did you do that? I mean did anybody influence you, your parents, your friends, ...

Eric: No.

Debbie: You were gonna be a police officer? TV shows maybe????

Eric: It's something I've always wanted to do I guess.

Debbie: Ever since you could remember...you wanted to be a police officer. Ok. How about you Mike.

Mike: Well I decided to go ... I wanted to do my own business cause I'd been in too many restaurants, too many other places and company management is about the worst management to work for. Cause I worked in a bar and grill, and everything went smooth, so I was thinking about opening up a bar and grill, to get away from everything...running.

Debbie: So it sounds like you want to stay in some kind of business, but your bad experiences with other places has kind of pushed you to say well I got to do it by myself, is that???

Mike: Well, yeah I've got a we have a friend that might go into business with me.

Debbie: Ok. How about you Scott?

Scott: I don't know yet.

Debbie: Well I'm sure you thought a little about what you want to do.

Scott: Well I have but I change every other day.

Debbie: Well what have you thought about?

Scott: Well, I wanted to get into helicopters, like be a pilot, work with a computer.

Debbie: Cause you're interested in that, or ...

Scott: Yeah, cause I like it. But other than that I don't know.

Debbie: Ok, so that was just an interest, how did you get interested in helicopters?

Scott: Well just planes and stuff. I started playing around fighter planes.

Debbie: Ok, so you've been exposed to that...you like it. Ok, how about you Michael?

Michael: Just want to go into my own business.

Debbie: Everybody wants to go into their own business here.

Michael: I mean, I don't like taking orders, so I don't know, I was thinking about going into like sporting goods, my uncle, he's an amateur, we could have a store.

Debbie: Ok, so you kind of talked with your uncle and it sounds good. Ok. What's important to you when you think about a career? Money, I'm sure that's important, what are some of the things that are important to you?

Eric: If you enjoy it.

Debbie: Ok. you enjoy it.

Angie: The hours you have to work.

Debbie: The hours...what like 9 to 5?

Angie: I don't want to work on the weekends.

Debbie: Ok. What else can you think about?

Tammy: Something that you can do the rest of your life...it's not gonna get cut off at one time with your age.

Debbie: Ok, so you think about...can I do it when I get older. Ok. that's a good point. I've never heard that one before. What else? What do you think about, Jennifer?

Jennifer: Job security.

Debbie: Job security. What, whether you'll have the job when you wake up the next day or ??? What are some other things that people think about when they think about their career?

Scott: If you like it or not. A lot of people don't like their jobs.

Debbie: What's the most important? If you had to name three things that were the most important things to you when you were thinking about a career, what would they be? Let's start with you Michael? What's three things that you would say are the most important about career?

Michael: Making money, being able to keep the job....

Debbie: Ok, job security.

Michael: I can't think of any other.

Debbie: Ok, how about you Scott?

Scott: If you like doing it, if it's good money, I guess you could do it for a while, job security.

Debbie: Ok.

Mike: I think the three most important things would be the money, job security, and benefits.

Debbie: Benefits, ok.

Eric: I think job security, whether you enjoy it, and probably advancement.

Angie: Money, job security, and I don't know, I haven't really thought about it.

Debbie: Ok.

Tammy: Money, job security, and whether or not they could change you to different companies...what is that called? Being moved around?

Debbie: You mean transferred? You wouldn't want that?

Tammy: No.

Debbie: You'd want to stay in the same place? Ok.

David: Money, benefits, and to be able to set your own goals, self-actualization.

Debbie: Would you consider that personal growth?

David: I guess.

Debbie: Ok, I want to make sure that we're covering these questionnaires.

Jennifer: Money, if I like it or not, and security.

Debbie: Ok. Do you think, say whether you like it or not is included in job satisfaction? Do you consider that? Ok. Some of the other people we talked to have mentioned responsibility. Do you think responsibility was covered in say any of these job satisfaction or personal growth? What do you think responsibility is? People say they want jobs that have a lot of responsibility.

Mike: It'd be like being able to do something without everybody hanging over your shoulder and making sure you're doing it right.

Debbie: Ok, does everybody agree with that? Do you consider that if I said, you know, job satisfaction, would you think responsibility is part of that or do you think that would be something different?

Mike: It might be a little different.

Debbie: Ok. What about the rest of you, how about you David? You think responsibility and job satisfaction are the same thing? Are they different? Should we maybe ask put it in another question about responsibility?

David: Responsibility, I mean that means you're gonna have to answer to somebody...you know, if you do something wrong, there's gonna be a lot of stress there and stuff...that's how you get to dislike your job, when you have too much responsibility.

Debbie: Ok. Does anybody agree with that?

Angie: No.

Debbie: Angie, what do you think?

Angie: I'd rather be completely responsible for myself than have to push it off on somebody else, and say well this is your fault, it was your responsibility to do it. I'd rather know that it was my fault and that way I can blame myself.

Debbie: Do you see that as being included in job satisfaction?

Angie: Sort of.

Debbie: Sort of, ok. How about challenge? Some people say that they want a challenging job. What does that mean?

David: Something that changes every day, it's not the same old thing.

Debbie: Ok. What about the rest of you? Scott, what do you think challenge is ?

Scott: Just, like, you'll be better every day.

Debbie: Ok. Would that be included in any of the things we mentioned on the questionnaire, like

Scott: Probably, satisfaction.

Debbie: Ok. Does everybody agree with that? It would be under job satisfaction. Ok. How about security? Job security, that's real important to all of you. When you were filling out these

questionnaires and any of those factors that we mentioned, do you think they included security? We had job satisfaction, personal growth, benefits, money, does anybody consider...was that left out? You didn't think about that wasn't brought up in the questionnaire?

Michael: It wasn't in there.

Debbie: Ok. So you think that's a different, ok, that's good, maybe we should put that in there. Job security. How about adventure, or have fun, a lot of people say, they want an adventurous job or I want to have a lot fun on my job. Do you think that's included in any of these factors that we have? No?

Angie: Satisfaction.

Debbie: But you wouldn't consider it to be that, Tammy, and you would Jennifer? Everybody has a different answer. That's ok. So what do you think job satisfaction is then, I'm curious?

Jennifer: It's just being satisfied with your job. That's all.

Debbie: Ok, and you don't see that linked up to having fun or what, you know? Ok. How about you Tammy?

Tammy: I agree with Jennifer.

Debbie: Does anybody else think the same thing like that or do they see it kind of included in job satisfaction?

Mike: You can be satisfied with your job but it might not be no fun.

Debbie: Ok.

David: Sitting behind an office all day, I mean, somebody might be satisfied with that job. Is it going to be fun?

Debbie: Eric, you kind of thought they were together? When you look at them you consider linking them up

Eric: Yeah, well I think that if you like it, there's some adventure in it or else you wouldn't do it anymore and would get bored with it and stop doing it.

Debbie: Ok, you consider that job satisfaction, liking it, ok, this is interesting a lot of people have different ideas of what different things are. Ok. How about information, sources of information, when you were thinking of a career. People that may have influenced you, for Angie, it was your father, he is an accountant. What about the rest of you. With Michael, here, it was his uncle. Jennifer, how did you decide, other than the fact that you didn't want to be in high school all day long. Was there anyone that...how did you learn about cosmetology?

Jennifer: From my guidance counselor. I was talking to him about what I could do and he told me about it.

Debbie: Ok, you took his advice. David, how about you? Who did you talk to when you were thinking about this business of yours?

David: I just...the idea popped up one day that a couple of businesses and

Debbie: Was it friends?

David: No, one was a guy in the neighborhood, who was retiring...

Debbie: And you knew him.

David: Well, yeah and he said that he was retiring and I wanted to start working for him and he said that when he retires he said, just go ahead and take over his business, he's got all the tools and everything it's an electrical shop.

Debbie: Ok, so it was someone you knew, and you already know how to do that? How did you learn that?

David: Vo-tech.

Debbie: And why did you decide to go into auto mechanics? I mean what made you decide that?

David: Well, I liked racing cars and I didn't know how to work on them very much, everybody else worked on them for me, so I decided I wanted to learn how to work on them myself.

Debbie: Ok, so it was an interest. How about you Tammy?

Tammy: My parents working with them, they said it's ok. It's not going to be permanent, unless I don't find anything else.

Debbie: Did you talk to anyone else?

Tammy: No. It's my life and my decision.

Debbie: So you....have you gotten information about different things, or ok.

Tammy: No.

Eric: I'm kind of like curious, you know. I want to be a police officer, and, everybody else in my school wants to be a business man or something, so that's kind of different, you know, nobody knows just how to take it.

Debbie: You never talked to anyone about it, or haven't ??

Eric: I have friends who are police officers they don't influence me in one way or another.

Debbie: Ok. But you talked to them and it sounded like a good job and they were friends. How about you Mike?

Mike: I haven't really talked to anybody. It's like I make my own decisions.

Debbie: Where do you go for information now?

Mike: I guess I talked to my friends every now and then and talk to me about going to college.

Debbie: I see. Are you considering that?

Mike: Yes. And take a couple of classes out of a community college.

Debbie: Ok, so friends. How about you Scott?

Scott: Just guidance counselors. And usually I get a ton of stuff in the mail all the time.

Debbie: Do you read what you get in the mail.

Scott: No.

Debbie: Ok, how about you Michael?

Michael: Well, I talked to a lot of people, They don't influence me, I mean I do what I want to do.

Debbie: Right. You go to some people to get information about a career. It was your uncle... sounds like a good ...

Michael: You can make a lot of money.

Debbie: On the questionnaire we had friends, parents, teachers, guidance counselors, does that include everyone you had contact with when you think about a career? The answers no. Who, ??

Eric: There are people that you go to like I went for advice and you can walk into a store or something like I had done this with a couple of police cars. I knew and made appointments with a police officer and they told me what the job entailed and everything and they aren't guidance counselors, I don't know them personally, ...

Debbie: So, you actually and found out first hand. What about the rest of you, did you have anybody else that has been...your parents or friends, guidance counselor. No.

Scott: Well the marine guys, what are they called, the recruiters, I talked to them.

Debbie: Ok.

Scott: And my friends, one of my dad's friends.

Debbie: Ok. Anybody else have any other contacts. Ok. What's the consequences of a career decision. What do you think the consequences are if you enlisted in the Army. What would happen? What are the consequences of enlisting in the Army.

Michael: I think you lose your freedom, you ain't got no control.

Debbie: Ok.

David: You get stuck in there for two and three years and wouldn't be able to leave. I couldn't handle that.

Debbie: That's a big consequence for you.

David: It's like being thrown in jail.

Debbie: Ok. What about the rest of you?

David: I'd have to shave off all my hair.

Debbie: A haircut too.

Eric: I think some employer might go for somebody younger and they stay in there too long and they might want somebody that's younger and can work faster than someone who has been sitting in the Army for five or six years.

Debbie: Ok. So they want someone that's been in there. Ok. How about the rest of you, what do you think the consequences are if you enlisted in the Army.

Scott: A lot of times people, you know, they go in there and they're gonna learn a big job. I knew a guy, he came out and couldn't find a job, that was in his capacity, so he had to go back in and learn more so that he could get another job.

Debbie: Do the rest of you think that you could learn something in the Army that would help you get a job, do you think that would be a consequence versus skill?

Eric: You should stay in college

Debbie: What's some other consequences about enlisting in the Army? Angie, what do you think would be the big thing for you?

Angie: Well, I think it would postpone college but it would probably help me more because it would teach to me to control myself. I'm not exactly calm, but I think that it might like help me get

into a college that I wanted to go to or help me get a job. I think that if they saw that on my resume they might like me more.

Debbie: So you see it kind of positive?

Angie: Yes.

Debbie: Positive consequence. Ok. What about going to college? What's the consequences of going to college? What happens? Some of you in here are going to college? David, what are the consequences of going to college?

David: Boredom.

Debbie: Boredom.

David: It's easy to fall asleep in a class. Like, if you get 150 people in a classroom, nobody even knows you're there.

Debbie: Ok. How about you Eric?

Eric: You can choose what you want to learn ... you can choose your classes and nobody's telling you to do, you know, to take this class this class or take that class.

Debbie: Do you think you have that option in the Army?

Eric: I think that if somebody doesn't like what you're doing, they make you change in the Army, but in college, you have so many people doing so many things that you know they aren't as likely to single you out, and you know, there's some guy, well, if he disagrees with what you're doing, it's not likely that he will make you change, he's not going to force you to change.

Debbie: Ok, so you can pick more of what you want to do going to college? How about you Scott? What do you think the consequences of going to college?

Scott: You have to study. And you have to party, no, there's a lot of that you know, but other than that, it's really not that much, it's up to you, I mean, all they do is make you a number, it's up to you to make something of it.

Debbie: What about getting a job, what are the consequences of getting a job. Do you think you'd learn more in college?

Eric: You'd be exposed to more subjects and learn a lot more than on the job.

Debbie: Ok. What about the rest of you when you look at going to college, Army, or a job, in comparison, the Army doesn't have much freedom, you don't have much freedom you can't have the same freedom to pick your options. Angie, what do you think the big

difference is between Army, college, and a job? What do you think about the three of them.

Angie: Well, I think college and a job you can get out of if you don't want to go anymore, you can just quit, but like the Army, you're forced to stay.

Debbie: So, you think that's the big difference between the Army and the other two?

Angie: Yeah, a lot.

Debbie: What about... what's the difference then between college and getting a job?

___: I think in college you learn more than in a job because after a while you just learn all there is to learn about a job, and you just stay there.

Debbie: Ok. How about you Eric.

Eric: Well, when you got a job you learn and make money at the same time.

Debbie: So you think it's better than just going to college.

Eric: You could to go college and have a job too.

Debbie: Right. Where does the Army fit in there?

Eric: Well, in the Army....if you join the Army, you usually got that GI bill you can learn and save enough money for college and then go to college when you get out and you already know something from the Army so when you go to college you learn more.

Debbie: What do you think of....how do you think the Army would be a good place to work? What's your perceptions of the Army as a place of work?

David: You can never be late to work. You can never sleep in.

Debbie: What about the rest of you? What do you think the Army would be like to work?

Scott: Dangerous.

Debbie: Why?

Scott: Because of the stuff they work with.

Debbie: You mean guns?

Scott: Yeah, stuff like that.

Debbie: What do you think Eric?

Eric: I'd always be having someone tell me what to do and I think you would want to have as much personal freedom as you would if you were out in the free world, the civilian world, because you'd always have somebody telling me what to do in the Army.

Debbie: Ok, so that's one of the negative things....loss of freedom, what else, what's some other ... let's get some negative aspects, what are some negative aspects in the Army. What would you think about it if you had to work there? You've got loss of freedom, is there anything else?

Michael: You can lose the job that you want... because I know a few people and they went in and they'd put down what they wanted to do and they ended up packing boxes.

Scott: They give these real technical names for a job and then they give you a broom.

Debbie: Ok. Is there any other negative things about the Army?

Angie: You don't really get to choose where you're gonna live.

Debbie: Ok. Is there anything else? Can anybody think about some positive things about the Army?

David: Free room and board and job security,

Debbie: Is there anything else positive about the Army?

David: They give you on the job training and you get paid for it.

Jennifer: They push you to do your best. They don't just offer benefits.

Debbie: That's a good point.

Scott: Plus it's good to have college and working when you get out.

Eric: A little bit of discipline I think.

Debbie: Ok. Has anybody here thought about joining the military? You have Angie? Ok. Are you still thinking about it?

Angie: If I didn't have to stay in very long. I think it would be fun for a while but,

Debbie: What's very long to you?

Angie: Well, I can stay for two or three years but I wouldn't want to stay in it for fifteen years.

Debbie: So, short-term, and why have you thought about doing that versus something else?

Angie: Well, it's just an idea.

Debbie: Is there anything they could offer you that would make it seem more appealing?

Angie: I don't know, I mean, I just thought about it cause my dad was in the Army for along time, he told me things and it doesn't sound that bad.

Debbie: How about you Jennifer? Are you still thinking about it?

Jennifer: Yes, it has a lot of security, travel,....

Debbie: Travel, you like to travel...

Jennifer: Good advancement,

Debbie: So like are you definitely thinking of going or

Jennifer: I'm not sure, ----- no I don't think I would go right now because of all the problems cause I'd be scared, I'd be scared they put me over in some other country where people are fighting, and I couldn't do that.

Debbie: Ok.

Jennifer: I would be the person that stayed over here and pushed all the buttons.

Debbie: Has anybody else thought about joining?

Scott: I have but I think it's too big of a commitment right now.

Debbie: Two years too long for you?

Scott: Well, to jump into it now, because everyone is, you don't know, what you're gonna do.

Debbie: Ok. Has anyone else thought about.... you have Eric?

Eric: I think that you're just beginning to find out what's out there, I know I am, I mean, I don't want to do something and then find out later that there's something better you know, cause if you sign your name to a piece of paper in the Army, they've got a contract with you and then you might find out two or three months later that there's something better.

Debbie: When do you finally decide that you know there's not gonna be anything better?

Eric: Well, it can always change you know, and in the Army, when you sign that contract, they have you for two or three years and you can't go to them say and "no, I don't want to do this." But in a job or college they could just say hey I don't want to do this anymore and do something else.

Debbie: So you're waiting right now.

Eric: Well, I know where I'm going right now until I find something better and I can always modify what I plan to do, but in the Army, they have you wherever they want you.

Debbie: So back to, the loss of freedom. Has anybody else thought of the Army? Joining a branch of the service? Do any of you know what the Army can offer you in terms of benefits? Angie and Tammy shake their head no, so you don't really have any knowledge of what the Army or the Navy or whoever can offer you.

Mike: She doesn't listen to the commercials

Debbie: David, have you had any ... do you know what they could offer you?

David: They got quite a few programs where you know you can go in for technical training and they pay like \$600.00 a month and you can save \$100 of it and they would match every dollar you saved which is the GI Bill which I think is something I could have for college.

Debbie: Where did you get that information?

David: My roommate joined up.

Debbie: Ok. So you knew him.

David: He joined up right when he got out of high school and he got out a year later cause he went in for airborne and then they sent him somewhere else. So it was their fault and they just breached the contract and he got free.

Debbie: That's pretty good, what.

David: They gave him a choice. He could go somewhere else or get out, and he said he'd rather get out.

Debbie: Jennifer, do you have any idea what the Army or Navy or...

Jennifer: I don't know too much about it, but I think I might like the reserves.

Debbie: Do you have any information on them?

Jennifer: A little bit, not really.

Debbie: So it was family, parents, counselors, ok, how about you Michael? Do you know the Army, or the Navy, or the

Michael: I had the Marine recruiter who use to bug me and everything, which got me all pissed off, he told me a lot of stuff, some of it I didn't believe. He told me a few things that I liked about it, like the GI Bill.

Debbie: Ok. Scott have you do you know about what the Army offers?

Scott: They do try to do a psyche job on you, but there's a lot of things you don't know that you can do you know. Cause there's like one if you qualify you can like go to college all four years and go in as an officer and you just have to go to officer's candidate school for like two summers and keep a certain grade point average.

Mike: But then after you get out of college you have to go into the Army?

Scott: You don't have to, it's for the Marines, if you choose to do that then you can do that, it's not like that they, the only way you have to go in is if they pay the money, if they don't pay the money you don't have to go in.

Debbie: How about you Mike, do you have any idea??

Mike: Yeah. I use to have a Navy and Army guys call me everyday for about two weeks, and I went in to talk to both of them and after they talked to me and said it doesn't look good.

Debbie: Why didn't it look good.

Mike: I didn't think the pay was real high. I was making more working part time than they were going to pay me.

Debbie: So it just didn't measure up to what you already had. That makes sense. How about you Eric?

Eric: I went in to talk to the guy and he kept on calling me everyday, and saying please come take this test, and I just said...

Debbie: How many of you have been contacted by a recruiter? You have, Scott, Mike, Eric, has any of the rest of you???? David, did you go to a recruiter or did he come to you?

David: No, in high school they just stand in the halls and they got tables in the halls, and he grabbed me, and then got a whole lot of letters in the mail, from the Air Force, Army, all of them.

Debbie: Ok. How about you Eric? You went in?

Eric: They called me up one day and I figured...

Debbie: Out of the blue????

Eric: Yeah, well, they went down to our school phone book and called everybody, and they like said, hey if you have some free time why not go and see what they have to offer?

Debbie: So you went to talk after they called you?

Eric: Yeah, and that's as far as I wanted to take it. Just talk. I just wanted to see what they had to offer and they wanted to carry it a little bit further than that.

Debbie: Ok, how about you Mike. Did you go talk to them or

Mike: Well, they sent me the cards and letters and I sent in for some information and as soon as I got that the phone calls were rolling. It was like come on in and talk and if you like it, we'll go down and take a test and all this and I talked to the Navy and the Army.

Debbie: So you went down to talk to them. Ok.

Mike: Lts. and Sgts. called me from somewhere and I knew one of my friends had called me from somewhere and I knew one of my friends went into the Army and he wanted me to join up and everything, and I said, no not today.

Debbie: How about you Scott?

Scott: This one guy called me everyday.

Debbie: How did he get your number?

Scott: I don't know. He called me when I was going to a football game, he called me like five minutes before I was going out the door and I said I'll see you later, but then he kept on bugging me so I went and I talked to him for a while...

Debbie: You went in and talked to him....

Scott: The Marines are like real high pressure, but the Air Force people ain't bad compared to the Army....

Debbie: So you talked to all three?

Scott: Marines, Army, and Air Force?

Debbie: Ok, so you were seriously checking into these things.

Scott: Yeah. Well for a while, I checked into the armed services, but the Marines, man, forget it.

Debbie: How about you Mike?

Mike: This guy came to my house one day

Debbie: They came to your house???? ha ha ha ha

Mike: It seemed like they showed up at least once a week at my house I mean I never called them and they had called and I'd say I gotta go or something....

Debbie: Was this like the Army or the Marines?

Mike: Yeah. The marines.

Debbie: It does sound like they were high pressure. So they just kept coming to your house? Was that the only recruiter you

Mike: I only talked to the Marines.

Scott: They try to corner you.

Debbie: Alright, when you think about the services, how do you think the Army compares to say the Navy, Air Force, Marines?

David: The Air Force is probably the best.

Debbie: Why do you say that?

Scott: They got a lot better technical stuff as far as planes, you know, everything like that. In the Army you got the helicopters and stuff and the Air Force you got all the high tech planes, that's where, if you want to be pilot, you've got to go to the Air Force. It's not bad.

Scott: Well the Army is the biggest armed service, it seems like the Air Force it just doesn't have to draft and the Marines like there's only like 250,000, they're real selective, and the Army, well, anyone can get into the Army.

Debbie: So you consider the others, I mean like the Navy and Air Force, Marines, are a little better quality.

Mike: Some of the tests they put you through are real...pretty hard cause I know this one guy (in the Army) and he got dropped in the middle of the Everglades, and there were like six teams and two guys with a map, flashlight, and a knife and a rope. Three days in the Everglades.

Debbie: So, do you see any difference between the services? You know, like the Army, the Navy, the Air Force....

Mike: No, I think the Marines are pretty bad, they go through some heavy training, like they were the ones that are the strictest, they don't like anybody to screw up.

Debbie: Ok. How about you Eric?

Eric: I see, the Marines, you know, they're kind of the tough guys, the Air Force and Navy, they're kind of specialized and the Army, I don't see them doing as much, because you don't hear about the Army invading or bombing anything, they're just there I think.

Debbie: Ok. What about you Angie? Do you see any difference between the Army, the Air Force, the Navy?

Angie: No, I mean if I had to choose one I'd choose the Air Force.

Debbie: Why? Why would you choose the Air Force if you don't see any difference?

Angie: Cause I'd rather fly than be on the ground or oceans.

Debbie: Ok. David do you think the Air Force is the best?

David: Yea. It's got the best money, the best opportunities.

Debbie: How about you Jennifer?

Jennifer: The Air Force is the best. The Marines are worst.

Debbie: Do you see any difference between the Navy and the Army?

Jennifer: I don't know anything about the Navy.

Debbie: Ok, if we had put on the questionnaires there, say the Air Force or the Navy, would you have answered it differently? How many people here would have? Let's see a show of hands. Everybody else would have left it. Just Mike. What if it just said military and didn't specify, would you have answered it differently? Alright, some of you have been contacted by an Army recruiter, how did he make you feel about the Army after you talked with him? Did he make you feel better, did you feel worse, Mike?

Mike: I was contacted by the Marines..

Debbie: Was it the Marines? and he turned you off.

Mike: Yeah. He kept bugging me....I mean high pressure and all the stuff he kept telling me....

Debbie: You didn't believe him?

Mike: Well some of the stuff he'd tell me about what they had to do...he made it sound like real real hard work. HA HA HA HA

Debbie: How about you Scott? You talked to all three, Air Force, Army, Marines.

Scott: Well the Army guys I guess they were ok.

Debbie: How did you feel after you talked to them?

Scott: Well, I was kind of interested, I guess.

Debbie: Were you seriously thinking of joining when you talked to them.

Scott: Yeah. I just went there just like I would look at a college.

Debbie: Of the three branches, which one did you like the best?

Scott: Well, I don't know. If I go into one I got better opportunities of doing what I want to do and if I go into another it could be tougher.

Debbie: Did the recruiters influence you, I know you said the same things about the Marines, high pressure, sales job. What about the Air Force and the Army?

Scott: Well the Air Force was real laid back, they were real casual you know..

Debbie: You liked that?

Scott: Yeah, cause it was mostly civilians, in the Air Force.

Debbie: What do you say to that? How about you Mike.

Mike: I told you I had gone and talked with the guy from the Army, I didn't really see any difference between what I heard about it and what he was saying, but when I got done talking to the Navy, I mean I was almost gonna join.

Debbie: What did he say that....

Mike: The pay was good and all that in the Navy and sailing around seeing a bunch of places that I could never afford to see, that sounded great too, and then one day I just said no.

Debbie: Why.

Mike: I don't know. I just changed my mind all of a sudden, one day I was gonna take a test and the next day I didn't want to join.

Debbie: Ok, how about you Eric?

Eric: Well I think they're just kind of like salesmen and they butter everybody up that comes in they say, at least that's what I got from the Army recruiters that they have to follow through with what somebody really says, you know, what one of the recruiters says, I think that they find that the Army really can't give you all the recruiter says.

Debbie: Do you think they're lying to you?

Eric: I don't think they're lying but I think that some of the things that they do in the Army you can't get the benefits from, you know you can get certain benefits with some jobs and other benefits with other jobs.

David: Did you tell them you wanted to be a police officer? Did they tell you about the MP school? If you're gonna be a cop, you gotta be tough.

Eric: That's one thing, you know, they showed a film on MPs and they showed this guy riding on this MP patrol car and he's smiling at everybody and waving back and everybody waves back at him and buying him lunch and everything, and I thought it was kind of funny, and you know, a couple of other people in our school, they went in cause I told them about that and one guy, his dad is the police chief and he went in there and he came out and he kind of laughed at it and he says "comedy hour" cause he, said, even in the Army there's a lot of dissension it's just like the civilian world where people don't respect authority, and he says you know, the policeman wins, he smiles at some guy or he'll you know, and some guy won't wave back at the policeman and so, it's all kinds.....

Debbie: Do a lot of you see movies? What do they do other than talk to you when you went in. You saw a movie. But you knew you wanted to be a policeman. Scott, did they just talk with you?

Scott: Yeah, they just talked. Basically, I just asked what they could offer, and they just told me.

Debbie: How about you Mike? Same thing? They just talked?

Mike: Well they showed me some booklets, but the Navy showed me a 300 page book of what they've constructed, they showed me a bunch of different shit, just everything that had to do with the Navy.

Debbie: How about you David? What was your recruiter like? What did you think? How did he make you feel?

David: I just talked to him and got some information, I never, you know, he called a couple of times, but I told him I didn't want to talk to him and that I would give him a call and let him know when I was still thinking about it. I just got the informa-

tion from him so I was never high pressured, you know, or anything.

Debbie: He didn't keep calling you?

David: He called me twice and I just said that I'd call him.

Debbie: Ok. None of you signed up, what did they say or do that made you decide not to do it. Obviously they didn't sell you very well. Eric, why did you not decide to go to MP school? I can see that's kind of related with what you want to do.

Eric: I think it's it sounded it good until they showed me this film and it kind of struck me as weird that they'd show this film with all these people smiling and waving at each other and it's just not, I don't know, I just thought it was kind of strange that they said that all MPs were respected and just people I'd heard that came from the Army said that's totally different from what the Army really is, that as you say stop, then chances are there's somebody that won't stop and you have to chase them down.

Debbie: How about the rest of you? Mike, why did you decide not to enlist?

Mike: I didn't want to be committed to anybody.

Debbie: Ok. So it's nothing the recruiter said?

Mike: Well, it was kind of like, you know, what I told you earlier I just didn't want to be committed.

Debbie: How about you Scott? You were comparing the services and that's pretty serious.

Scott: Well yeah, if I would have gotten...like the Marine guy...he calls me all the time, and if I would have gone, you'd never see me again. I mean to work out that way I mean, it would be nice if it worked out that way. I could live in California, go to UCLA and they can offer good money while you're in school, but it was just too big of a commitment. I would never make it.

Debbie: Is that it, the commitment, or you didn't believe him, or ...

Scott: Well I believed him cause I tested for it, and qualified for it and I could have done it if I wanted to.

Debbie: What could the Army do to make you feel more like joining?

David: No short haircuts.

Debbie: How about your Jennifer? You thought about it, what could they offer that would make you feel more positively?

Jennifer: I don't know.

Debbie: Have you talked with anyone, you know, friends, what have your friends told you about the Army?

Jennifer: Mostly bad things, the one that I know that is in the Reserves talked about it mostly.

Debbie: Ok, how about the rest of you? If you have a father, family or whatever in the Army, what do they say about it?

David: I have one friend that is going through the MP school right now and he said that its lot of fighting and it's making him worry and if you go out and be a cop you got to know how to fight, you have to know how to do everything.

Debbie: Right, but he likes it?

David: Yes, he wants to be a police officer too, he's getting all the training. And since he's in the military, once he tries to get in a police academy, he's automatically in.

Debbie: How about you Tammy? Do you know anyone in the service?

Tammy: Well, my dad was in there and he told me to stay away from it.

Debbie: Why?

Tammy: He was drafted and he said it's not a place where I want to be, not for a woman, not in a time of war, he does not want me to do anything with it in case of like, right now, I mean, if I had people bothering me I'd probably care but since there's so much going on with maybe a war and stuff that would turn me off cause I wouldn't want to be stuck out there.

Debbie: Ok. What about you Angie?

Angie: Well my dad was in it, but he told me that it's not for me.

Debbie: Why did he say that?

Angie: I wouldn't like the work, and having other people tell me what to do.

Debbie: Ok, so he advised you not to join. How about Eric, do you have any friends of family.

Eric: Friends. I had some like police officers that, they said the MPs would be good but if you got out there wouldn't be the chance of advancement that college would give you, and he said that's good for learning how to shoot and learning how to fight,

but he said it doesn't tell you how to ride your course, so he said that there's lots of things the Army could do but there's an awful lot that it doesn't.

Debbie: So they sound like they're neutral. Ok. How about you Mike? You know anyone who has been in the Army, or family, or friends?

Mike: Well, my dad was in the Navy and he said that it was pretty good, he liked it cause he was a petty officer.

Debbie: So he had good things to say about it?

Mike: Well like today, if a recruiter came up and asked me to join the Army I'd join cause I go ahead and blow some dudes away.

Debbie: Ok, how about you Scott?

Scott: My dad's in the Navy, and he said it would be fine for somebody to go in as an officer, but if not, don't stay.

Debbie: Just go in more or less to get your education?

Scott: Yes. As long as you're the one giving orders

Debbie: How about you Mike?

Mike: My father was in the Army and he said the didn't like it cause he said they didn't have all those benefits and everything like they have now, and he said he didn't like it cause he didn't make that much money, to me, he ain't the type to take orders in the first place.

Debbie: Has he said anything to you about enlisting?

Mike: He doesn't say yeah that's a good idea, or no don't do that.

Debbie: Ok. I'd like one more time to try to get a sense of why or how you make your career decision. Some of you school, you have had experience with cosmetology, with Angie it was her father. What about those of you that are still, like David you want to start your own business, but do you know exactly what it is going to be or.....?

David: No, I don't know all the details of it, I would start working first for him before I take it over, it's just I didn't do that.

Debbie: And that's was because of interest in cars? Ok. How about Tammy. You're still deciding what you want to, what are you thinking about?

Tammy: Well, I'm thinking about being a teacher because I like to coach basketball. I'd really like to coach it and it's not something I want to give up.

Debbie: Are you thinking about going to college, and major in PE, or...

Tammy: Yes, I haven't really thought about subjects, but I want to pick something easy. I'm not sure if being a PE teacher is what I want. It would be just like a day off, and you really wouldn't be doing anything.

Debbie: So that's kind of you're interested in it. Is that the only thing you've really thought about so far.

Tammy: Yes. I thought about going into being a stewardess but then I thought about crashing. But I'd really like to coach.

Debbie: Ok, how about you Mike? You're thinking of a business?

Mike: Yes. I am planning on opening a bar and grill and a liquor store cause I get my alcohol for nothing.

Debbie: How about you Scott? You're going to college, you know that??

Scott: Well yes, I guess I'll have to.

Debbie: Why?

Scott: Because if I don't go to college I'll probably have to work. I'll probably have to pay rent at my house or get an apartment, and I'll get married in a couple of years or something you know, I can only get so much money being unskilled doing construction or something.

Debbie: You think you'll go to college and that will help you decide what you want to do? Ok. And Mike you're going to college?

Mike: But I really don't know if what I really want to go in or what kind of management I want to go in....I thought about sporting goods, I don't know, I might want to go into something else...

Debbie: But it's gonna be business??

Mike: I've got too many years left.

Debbie: Is there tradeoffs that people make in terms of thinking about careers, like you thought about being a stewardess but crashing was a little bit too high of a risk, are there are other tradeoffs people make when they make a career decision? Well, I'll give up this much money if I really like the job.

Tammy: I thought about flying but then I could not settle down and family is important to me, and I could not find a boyfriend to get married, cause I'd be in the air all the time so then I couldn't raise children, and that would be hard for me.

Debbie: What do people think about the Army as a place to raise a family?

Tammy: I wouldn't.

Jennifer: I was raised on an Army base.

Debbie: What did you think of that?

Jennifer: It was alright.

Debbie: So ok, so you wouldn't have trouble raising your children. Tammy, why wouldn't you?

Tammy: I wouldn't want my kids to be around such a place. I don't know what it's like, so I can't say anything.

Debbie: What about you Angie? Your father was in the military I don't know how old you were at the time....

Angie: I was two, but I think it would be ok, because there's probably other kids, but I mean I would want them to have both experience as a family.

Debbie: What about the rest of you, what do you think?

Eric: It might be stressful because you wouldn't know. Like you can't take your family to the war or something and if your husband gets killed, then...

Debbie: Do you think we'll be in a war soon? Do you think about...does that enter your mind when you think about enlisting in the Army....do you think about well we're having a lot of problems in the world today, I could get killed, or

Tammy: I would think about that.

Debbie: What about the rest of you? What do you think Scott? Do you think the odds are good that you would be sent somewhere to fight?

Scott: Well it depends on what I did you know, if I was doing something that wasn't important, if I was like flying a jet fighter or something you know, then I know my risk would be real high of going to ...

Debbie: But you would want to fly???

Scott: Yeah, if I had to I would, but you know.

Debbie: Did you think about that when you were talking to these recruiters?

Scott: Yes, if that's what I have to do then I'll do it because that's what they train you for, so that's what I'd do.

Debbie: Ok, so you wouldn't have a problem?

Scott: If the war was ok, I mean, if I didn't agree what they were going to war for I'd probably just take my airplane and go the other way.

Eric: The military doesn't call a war, it's a friendship action. They have ways of covering up being shot at. I think that is kind of misleading sometimes cause to make people enlist and agree with what they're doing I think they're kind of not telling the whole story.

Debbie: Did you think about that when you were with the recruiter...

Eric: Well, when I talked with him it was just before or just after, four or five days after the guys had gone to Grenada, and the Army recruiter was really capitalizing on that and saying that well we could be heroes if we keep world peace and everything, I thought at the time, that it was a bad thing that they won't tell everybody that hey now this is a war because two sides are shooting at each other.

Debbie: Ok.

Scott: They really get off on that kind of stuff like...

Debbie: The recruiters?

Scott: Yeah, like when there was 20,000 Army guys and 5,000 Grenada guys, they really get off on that, the fighting, a lot of them do.

Debbie: Ok. You people don't think we'll be in a war any time soon.

Eric: It won't be called a war, we might... I think it will be a bunch of police actions like maybe Grenada, or Vietnam, or whatever.

Debbie: Do you think that's a high possibility? It's funny, in different areas of the country, I get a different sense of what people think, in terms of the chance of going to war. I thank you for your time tonight and hope you have a good evening. You've given me a lot of valuable information.

APPENDIX L

TRANSCRIPT - BOSTON, MA FOCUS GROUP

BOSTON

Deb: ... what things you think about when you're making a career decision. Tonight's session is called a focus group. I don't know if you have ever participated in one before. It's similar to a Gallup poll; only it's much more informal. I'm just gonna be asking some questions and I want to get your opinions and ideas.

Steven: What's a Gallup poll?

Debbie: You know, where they go around to people's house and ask questions..

Steven: Like a survey?

Debbie: Yeah, like a survey. This is a similar type of thing only it's much more informal. So I want you to speak freely about what you think about this and if you disagree with someone else here, I want you to speak right up and say so. So be relaxed and have fun tonight and be perfectly candid in your response. I want to emphasize that everything you say tonight is confidential; it's not gonna be used against you in any way; tonight's session is being taped and that's so that I don't have to sit here and take notes. My client, she's back there watching and more or less monitoring my behavior so that if I miss something, she'll slip something under the door and let me know. Are there any questions before we start?

Jerry: Are these records being kept strictly confidential, or...

Debbie: Oh yes, we only want first names. Ok, the first thing I want to do is give out a couple of questionnaires and I want you to put your first name on each one of them for me.

Bill: Are we on a time limit again?

Debbie: On a time limit, what do you mean?

Bill: Will I be able to finish them all?

Debbie: Oh, I don't think you'll have a problem. You can handle it.

Steven: Have you ever answered all these questions?

Debbie: No, I made them up.

Steven: So you've never taken the test yourself?

Debbie: No, I'm past that point.

Steven: We'd like to know the answers.

CONVERSATION NOT RELEVANT TO THE PURPOSE OF THIS TAPE

Debbie: Alright, the first thing I want to do is go around the room and let everyone introduce himself and tell me if you're in high school, you're working, in college, what you're doing right now. So we'll start with you.

Renee: I'm working and going to college.

Debbie: First year of college or...where are you working?

Renee: At the Department of Justice.

Debbie: Ok. Jody?

Jody: I work part-time, and I'm in my last year of high school.

Debbie: Ok.

Shawn: I'm a high school senior.

Debbie: High school senior? Ok. Could you fix your name card, that's Gary, ok.

Gary: I'm a high school senior.

Debbie: You're a senior in high school.

Bill: I graduated and I drive a liquor truck.

Debbie: What?

Steven: Tell the truth!!

Bill: I am telling the truth!!

Steven: Alright, what high school?

Bill: Medford HIGH.

Steven: What year did you graduate?

Bill: '85.

Debbie: So you're working now?

Bill: I drive a truck, I got laid off yesterday.

Steven: I don't work. I graduated from high school in 82. I'm looking for a job. Anybody out there if you can help me, please!!!

Scott: I'm in my last year of high school.

Debbie: Ok. So you're a senior.

Frank: I graduated in 84. I work for a printer.

Chris: I graduated in 84 and I work with him.

Barry: I'm a senior.

Tim: Me too.

Debbie: You're both seniors....you are or your not? So what are you doing now. Alright, first thing I want to do is ask....

Steve: What about yourself?

Debbie: Ok. My name is Debbie and I'm working!

Steve: Where?

Chris: You already know where I work and I'm from Washington, D.C. Ok. Let me ask you some questions. Did anybody have any problems with this questionnaire?

Bill: I did.

Debbie: What was the problem?

Bill: I forgot my name.

Steve: I have a lot of N/A questions.

Debbie: Ok, that's because, ok, well, that's my problem.

Debbie: Let me ask you some specific questions...remember those statements that said I intend to follow the thinking of my friends, or my parents, or my teachers, did you make a link from that question to my friends, parents, or teachers think that I should enlist in the Army or think I should go to college? No. Did anyone think those two questions linked together in any way? Anybody else here think they did? No. Ok. Good, that's what I want to hear. Ok, on this questionnaire there was a five month time span, like I intend to go to college within four months after graduating high school or I intend to get a job, do you think that's too long or too short of a time span?

Steve: Too short.

Debbie: Too short! What do you think it should be?

Bill: A year.

Debbie: A year???

Steve: Every kid needs at least a year after you know, recuperating...

Debbie: After you graduate from high school...ok so that's too short. So people think a year, that long?

Bill: A little bit longer than a year, some of us are a little slow.

Debbie: You people think a year, huh? A year after graduating high school, you make a decision.

Bill: A couple of years.

Debbie: Ok, I want to get your opinion on what is meant by job satisfaction? What is job satisfaction?

Group Collectively: Money.

Chris: Money and a nice secretary.

Debbie: Ok, there were a bunch of factors listed on that questionnaire, there was...money was one of them.... but what do you think is meant by job satisfaction?

Chris: Liking your job.

Debbie: You like your job?

Chris: Advancement - move up the ladder, financially.

Debbie: What do you think Gary? What does job satisfaction mean to you?

Gary: Like your job.

Debbie: What do you think Barry? What does job satisfaction mean to you?

Barry: You have to like what you're doing.

Debbie: People think it's basically, you have to like your job. I agree with that. Ok. What is...there were opportunities for personal growth. Was does that mean to you?

Steve: It sorts of stems together, I mean, I would really like to have them together.

Debbie: Job satisfaction and personal growth is kind of the same thing to you?

Steve: Right, unless you own your own business.

Debbie: Christin what about you, what do you think opportunities for personal growth is?

Christin: I don't know, I suppose being able to go to college if you wanted; if they have like a college fund type of thing.

Debbie: So you better yourself on the job? Renee, what do you think that means?

Renee: The same thing.

Debbie: Do most people agree with that? Ok. What does being patriotic mean to you?

Chris: Reagan supporting.

Steven: Killing Libyans.

Debbie: Do you think, obviously you think that joining a branch of the service is being patriotic?

Group: No.

Steven: If we could go into the service without having to enlist for so many years just to go and do what has to be done, and then you know you could go on with your own life, it could be different and people would look at it differently.... I'd be more than happy to go, you know, to help our Government, our United States..... a couple, two or three months, you know should it be more than a few months and you might snap and you think about your wife and kids and you know your commitment, ok, just to do what has to be done.

Chris: Get killed.

Steven: Two weekends out of the month...

Bill: Right, is that what it is??

Chris: One weekend out of the month, two weeks a year.

Debbie: So you don't think being in the Army is being patriotic?

Steven: Well, it is patriotic, I would agree.

Debbie: Ok, but do most people agree joining a branch of the service is being patriotic?

Chris: But I'm not psyched to kill people.

Steven: Everything you do is patriotic, someone that holds up drugstores and rips them off...that may be their patriotic way of doing things, but we're all of different opinions and to him being patriotic would be to get up in the mornings, to wake up in the

mornings and see that I'm alive and my family's alive and be happy that world hasn't come to an end.

Debbie: How about you Renee? Basically, then it sounds like whatever you do is patriotic?

Bill: Yeah, like picking up women is patriotic.

Debbie: How about you Jay? What do you think being patriotic means?

Jay: Serving your country.

Debbie: Let's make that patriotic slash serving one's country.

Debbie: Do you think it's patriotic to go to college?

Steven: Not at all.

Debbie: So that's not you, see I want to know what you...

Steven: You have to take it on an individual basis, I mean, if the person going to college is gonna go work for the Government, to be an FBI agent or something like that, then..

Debbie: What if he's just going, you know, a person out working a regular job...is that being patriotic?

Steven: It depends on what he is doing. If he's a postman he's patriotic.

Debbie: He works in McDonald's, he's a manager, I don't know. Alright Renee, what do you think patriotic is? You don't know. You've got to have an opinion on that?

Renee: I don't think it's a job or college, it's the Army.

Debbie: Ok, so you think...some people think patriotic is joining the service, other people don't see it that way. I want to find out how you look at it. Is it going out fighting for your country, or is it well, I have a good job, I pay my taxes, I'm patriotic?

Steven: Well if you look at it that way, then you say, we do pay our taxes, do the rich people pay their taxes? Do they feel the same way we feel? Maybe they don't pay as much, maybe they pay more. And some people don't pay taxes, they're on welfare.

Debbie: So it sounds like no one agrees on what being patriotic means?

Steven: I think it's too much of a really big....

Debbie: Too broad, I agree on that.

Steven: Yeah, too broad.

Bill: That's what I was thinking.

Debbie: Ok. Well I want to go around the room one more time here and I want to find out what career plans people have or if they have made a decision. We'll start with you this time Barry.

Barry: What do I want to do?

Debbie: Yeah. What do you plan on doing when you get out of high school?

Barry: I'll do what everybody else does, work.

Debbie: You want to get a job. Do you know what?

Barry: No, maybe so in the Army or something....

Debbie: So you're thinking of joining the service???

Debbie: Mark?

Mark: Maybe go to school

Debbie: Do you mean like going to college when you graduate? Do you know what you're gonna do or what you're gonna major in or what you want to be?

Mark: Probably, business or law, I don't know.

Debbie: Ok. Chris.

Chris: I wanna do what I'm doing.

Debbie: You're gonna stay working...ok, you're happy with that? Good, Frank?

Frank: I'm gonna do the same thing.

Debbie: Ok, you're gonna work with Chris.

Frank: I've been doing that for seven years.

Debbie: Ok. You like that. Scott?

Scott: Take a year off.

Debbie: You're gonna take a year off after you graduate, then what are you going to do?

Scott: Get a job.

Debbie: Do you know doing what? Do you know what you like to do?

Scott: Probably construction.

Debbie: Ok. Steve?

Steve: I'm still deciding, I'm one of those slow progressive people, you know, I'd like to find a really good career job, I like cooking jobs, and supermarket jobs, stuff like that, I last there maybe six or seven months, you know, save so me money and then I say what the hell, and I got aggravated I should go stay in work cause you know I got to bring home the bread.

Debbie: So you're trying to find a career job?

Steve: I've been waiting for her behind the mirror to talk to me

Debbie: Ok, how about you?

Bill: I like where I'm at you know. Take time off, go on vacation, come back to work.

Debbie: Ok, so you want to stay where you're at.

Bill: Just really being cool.

Debbie: How about you Tom?

Tom: College.

Debbie: Ok, you're gonna to go college when you graduate. Do you know what you want to do? You haven't decided.

Steven: Space and women...that's what I took. Space, that's where you send all your problems.

Debbie: Alright, do you know what you're gonna major in? You're gonna decide there? Shawn how about you?

Shawn: I'm undecided.

Debbie: Are you gonna stay with where you're at? The printing?

Gary: Yeah.

Debbie: Are you thinking something else....or....you're not sure. Ok. Jody, how about you?

Jody: I'm going to college.

Debbie: Do you know what you're gonna major in or....

Jody: I want to be a manager.

Debbie: You want to be a manager, Ok, How about you Renee?

Renee: I'm going to college for electrical engineering.

Debbie: Alright, ok. Now what I'd like to talk about now is how did you decide what you were gonna do in terms of a career? What process you went through...some of you are still going through it....you know....what am I gonna do with my life. Renee, how did you decide you were going into electrical engineering?

Renee: I don't know, I just woke up.

Debbie: No, come on now, you don't wake up and say I'm going to be an electrical engineer.

Renee: I took management classes.

Debbie: So you took some...like... math classes...

Renee: No, business management classes, I didn't like it.

Debbie: You didn't like that?

Renee: No.

Debbie: So why did you think...have you taken any classes related to that?

Renee: No, I just read about it.

Debbie: You've been reading about it? It sounds interesting to you? Ok. How about you Jody? How did you decide on management?

Jody: I like to work with people.

Debbie: You like to work with people? Do you know what you want to manage?

Jody: I like to work with the public.

Debbie: Ok, working with the public. How did you decide that?

Jody: That's what I want to do.

Debbie: Ok, alright Bill, how did you decide to drive a truck for a living?

Bill: I don't know, I told this guy who's a

Debbie: So you had a friend??

Bill: Yeah, I had a friend and he owned a trucking company, and he said buddy, hey you want to work for me and I said sure, and that's what I like.

Debbie: Ok, so you got in through a friend.

Bill: Oh yeah, a good friend.

Debbie: Scott, how about you, how did you, what are you thinking about?

Scott: I haven't decided yet.

Debbie: Are you thinking anything about a career?

Scott: I have a friend in construction.

Debbie: Ok. So you have a friend that you thought about construction? Ok, how about Frank and Chris, how did you guys decide to go into printing....with a friend....or????

Frank: I decided when I was seven and half years old. My father brought me in off the street and I started cleaning stuff.
(Indiscernible)

Debbie: So, while you started out young and liked it you just stayed with it? Ok, how about your Chris? How did you???

Chris: Going through a vocational school and that's how I learned it and I liked it and I stayed with it.

Debbie: So you went to vo-tech. How did you decide???? Why did you decide to go to vo-tech.

Chris: I wanted to learn how to do something and then I found out and I really liked it and stuck with it.

Debbie: Ok, Barry, you haven't decided yet, you're thinking about....you haven't decided at all, were you gonna take classes in college?

Barry: I don't know, I might go to vo-tech school.

Debbie: How about you Tom?

Tom: I don't know, no idea.

Debbie: No idea, you're just going to college. Mark how about you? How did you decide, I'm going into business or law? You took classes in high school?

Mark: Yeah.

Debbie: And it was a good experience and you're thinking about pursuing it. How about you Shawn?

Shawn: I don't know, whatever I like that's what I'll take.

Debbie: You're not sure what you're gonna take. Alright. What's important to you when you think about a career? You know, was it money, job satisfaction,

Group Collectively: Money

Debbie: Money. What's number one?

Group Collectively: Money.

Frank: Job security?

Debbie: What's that?

Frank: Job security?

Debbie: Ok, job security. You're hoping you'll still have a job the next day. Ok, what else is important?

Bill: A good boss, someone good to work with.

Debbie: Ok, someone to work with, what else, what else is important?

Bill: Having a good time. Not being bored when you're working. It won't be boring work.

Debbie: Ok. Were the factors listed on the questionnaire, you know, we had job satisfaction, money, opportunities for personal growth, benefits, occupational training, do you think those cover all of the things you think about when you think about a job or career? Was there something else that was missing in these questionnaires? Would you consider that benefits....

Steven: Insurance.

Debbie: Will you consider that benefits?

Steven: Yeah, I will.

Debbie: Benefits.

Bill: Vacation plans, a nice one, just work for a couple of months and then take off.

Debbie: Let me know, is there something missing in this questionnaire that you know you're thinking about in making a career decision that's not in there, because I'd like to know.

Steven: I think we (or you) sort of summed it up. We've been beating around the same bush for a while.

Debbie: Well, how about some people have told me responsibility, is that important to you?

Steven: You mean personal responsibility?

Debbie: Yeah, some people said they'd like to have a job where they have a lot of responsibility.

Bill: Yeah, depending on what job you have, you can be cooking fries, and still have responsibility, you know what I'm saying, people want their fries, you know.

Debbie: Is that important to people here?

Group Collectively: Yeah.

Bill: When you go to burger king, right, and you say I want a large fry and they say I can't give it to you, and you get upset, right, cause you go there to get fries, someone has to do that job.

Debbie: They have to be responsible.

Bill: Exactly.

Debbie: How about challenge? Some people have said that they wanted more challenge in their job? You want challenge?

Renee: A lot of people don't want challenge.

Debbie: That's true, a lot of people don't want challenge. Get by as easy as they can. Well, what about you, do you want a challenging job?

Gary: If you like it.

Debbie: Why, what do you mean by that Gary?

Gary: If you like it, you'll want it to be challenging to learn from it.

Debbie: If you like it you want it to be challenging? You want to be learning? Frank, what do you think?

Frank: If it's worth it, like if you're making extra money, I mean why not.

Debbie: Ok, so you want a challenging job that pays off. How about security? That was on there. Is that real important to people?

Group Collectively: Yes

(NOTE: This next section is indiscernible)

Debbie: Alright, some people have said adventure, you want a job that has some adventure in it. What do you think?

Steve: I'd like to work in Florida. I went for an interview once but the job consists of going to Florida and you know, and...

(NOTE: This section indiscernible)

Debbie: You think most jobs are not really adventurous? What do other people think? Mark, what?

Mark: Most jobs are not adventurous.

Debbie: It's easy to come by jobs that are not adventurous. Ok. Jody, what do you think? Do you think most jobs are not adventurous or they are or.....

Debbie: Do you think that's an important factor in determining a career decision?

Jody: Yeah.

Debbie: It is. Ok. So you're telling me that the major factors are covered in this questionnaire and I'm correct in saying this.

Steven: If you could be like specific as in age brackets....

Debbie: Well, this is probably going to be high school seniors eventually.

Steven: Well you know, in the future, or now, or themselves or individual but it's pretty well summed up.

Debbie: Ok, how about you Jody, did teachers, parents, friends, you know, give you information or tell you hey this...you belong in management?

Jody: My counselor said I should work with people.

Debbie: He said...she said...whoever said you were good working with people.

Jody: Yeah.

Debbie: How about you Shawn? where did you get information about the printing? Was it from Frank and Chris over here or how did you get into that?

Shawn: School.

Debbie: School...vo-tech, but did you...teachers? Your teachers told you about it. Ok. How about you, Gary?

Gary: I haven't decided.

Debbie: You haven't decided on a career, I know, have your parents, friends, teacher, whoever, ...

Gary: No one.

Debbie: No one has shown you anything, what about the guidance counselor?

Gary: He doesn't tell us about what we want to do.

Debbie: They don't give you information on different careers or anything?

Gary: They get business people to come in and talk about stuff, you know.

Debbie: Ok. Tom?

Tom: My father.

Debbie: Your father. What did your father tell you?

Tom: A painter.

Debbie: He wants you to be a painter or does he tell you not...

Tom: Not.

Debbie: He said don't be a painter?

Tom: Yeah.

Debbie: Does he tell you what to do...I mean does he say, you know, you should go to college?

Tom: He never went to college.

Debbie: Your teacher, you know...

Tom: I never talk to them.

Debbie: Bill, it was friend right? Your friend said I have this job you decided to go with it?

Bill: Well, it was only a friend of my mother's, but he was her girlfriend too, you know what I'm saying? But he was just a good guy you know...

Debbie: And he offered you a job?

Bill: No he really didn't offer me a job, I don't know, it's really like he told me about it. But the guy ended up being my cousin, like two weeks ago I found that out.

Debbie: Ok, so it was someone you knew though?

Bill: Yeah, now.

Debbie: Ok. How about you Steve? Where did you get your information, or who is trying to...

Steve: My older brother, he's the brain of the family, he rides me every time he sees me, a ride like two or three times during the week and I get arrested and I find myself in trouble.

Debbie: Do you listen to him?

Steve: Yeah...well, I at least acknowledge what he tells me, you know,

Debbie: Is he the only person who has ever talked to you about...

Steve: I have four older brothers...

Debbie: Your family...

Steve: They're all different you know...

Debbie: Ok. Scott, how about you? You haven't decided, I know. What do you think, teachers, parents...

Scott: Parents.

Debbie: Parents, what do your parents want you to do?

Scott: Go to college.

Debbie: So you're going to college?

Scott: No.

Debbie: You're gonna take a year off?

Scott: They don't want me to do that.

Debbie: You're not gonna do it, you're gonna take a year off?

Scott: I'll go to college after a year.

Debbie: Ok. How about you Chris? How did you decide? Was it parents, teacher, your guidance counselor...?

Chris: Nobody.

Debbie: You just decided to try this and there were no teacher...

Chris: Because I knew you could make a lot of money doing it. That's why.

Debbie: So you decided to give it a shot, ok. How about you Mark?

Mark: My mother.

Debbie: Your mother, she said go to college...so you decided to go.

Mark: I want to go.

Debbie: What about the law? That was just because you have good experience in our class so you decided...ok. How about you Barry?

Barry: _____

Debbie: Well, what about on the questionnaire, I had parents, friends, guidance counselors, that's the main people who influence you or give you information on careers? Is there anyone else, other people?

Steven: Priests.

Debbie: Do you think priests? Do they??? I mean, I don't know. They tell you what to do with your life?

Steven: Well, if you ask them...I know I do.

Debbie: Does anybody else have anybody else that has given information or try to influence them about a career decision?

Steven: What influences me, you know, I sit there and watch the guy, he makes what a couple million a year, it looks good.

Debbie: Alright, what's the consequences of a career decision? What are the consequences of going to college? What do you think the advantages, disadvantages are?

Scott: You don't make money for four years.

Debbie: Ok.

(Indiscernible): Unless you're exceptional, then you _____ unsuccessful _____ fell like you know, I'm successful because...

Debbie: Ok, so you think that applies to everything?

___: _____ going to college.

Debbie: Going to college, if you do well, you'll be successful, what about the rest of you, what do you think the consequences are of going to college? What are the advantages or disadvantages of going to college? Ok, and what about getting a job? What's the advantages?

Jody: Money.

Debbie: Steve, what are the advantages of getting a job? What are the consequences of that?

Steve: Consequences?

Debbie: Yeah, you know, what's...

Steve: You feel good...

Debbie: Compared to going to college or enlisting in the military.

Steve: The difference between going to college and getting a job...that's a difficult one. Gee, I'm really lost in the question, can you give me a little bit more...?

Debbie: Well, like is there something you think of more...that happens...the consequences of getting a job versus going to college? Are there things that separate the two?

Steve: Yeah, you go to college, you have more responsibility of going to school because you have to worry about your financial aspects and you have to worry about having good grades and being successful, as when you work, you make money and how you spend or save it or whatever, you know, it's not as serious as college.

Debbie: Ok. How about you, Jody?

Jody: If you go to college, you can get a better job.

Steve: That's not true. Maybe if you're a girl it's true.

Jody: But that's what I feel.

Debbie: You don't think that's true?

Steve: Not at all.

Barry: \$16.00 an hour and you don't got no college for that.

Debbie: The difference is money...

Barry: Well, sometimes, it depends on what kind of job you have.

Bill: It depends on the college. If you go to Harvard, then you're guaranteed the world.

Debbie: How about enlisting in the Army? What do you think about the Army as a place to work?

Bill: I really don't consider that a place to work.

Debbie: Why?

Bill: Because it doesn't pay enough. You have to experience it really to judge how

Debbie: Yeah, well what I want to get is what you think it is.

Steve: What we think it is?

Debbie: What do you think the Army is as a place to work?

Steve: I think of it as a trap because you know airplane technicians, ok, and they can learn something that they wouldn't learn, you know, that they could learn, that could pay really a lot of money, some great trade, you know, something you could use your hands and your mind, something that would be great, you know.

Renee: The Army offers job experience.

Debbie: On the job experience. Ok. What else do you think when you think of the Army as a place to work? Tom, what do you think? What do you think it would be like?

Tom: It would be lousy.

Debbie: Why?

Tom: Well, not enough money.

Bill: It depends on what job you have.

Steve: Those corny commercials really turn me off. They want you to go to jungles on weekends. The commercials are really comical, you see soap commercials and they make more sense, they appeal to you more than those commercials.

(NOTE: This section indiscernible)

Debbie: Tell me all the negative things you think about in the Army. What things about the Army are negative?

Steven: They give you only two pairs of underwear. I couldn't live with that.

Debbie: Alright, what else? What's negative about the Army?

Barry: My cousin saw two people die from the training, and I don't think I want to die. I don't know, I haven't been there but I'm just saying, some people just can't take it. I don't think I need to die in training camp. It's my life.

Debbie: Ok.

Steven: Some folks enlist, ok, and they'll find that it isn't what they bargained for and they want to get out, and the Army don't wanna hear that. But if they worked for IBM, maybe they would be more lenient towards if someone doesn't like it. But if you cut out of the Army, they you're a flower boy.

Debbie: Ok.

Steven: I think the flower boys are fun.

Debbie: What else, what are other negative aspects of the Army?

Bill: They don't have co-ed bases.

Debbie: I thought it would now-a-days.

Bill: Yeah, but no co-ed dorms.

Debbie: Alright, what's some other things?

Steven: I think we should have more women in the Army so that the statistics of men dying will go down and the statistics of females dying will you know go up, we lost a lot of men, well like my grandfather, my father was a sailor, I know, we lost a lot of people, you know, men, in particular, so I think we should get some female people in there and have them go through it, look at Charlestown, every woman you see is pushing a carriage? But I'm not responsible.

Debbie: What are some other negative things in the Army? Why haven't you people signed up?

Bill: Why?

Barry: Dying.

Debbie: That's all the reasons why, well, I can see that, people who have died in training, that might not influence me.

Steven: I think the only time I ever came across enlisting in the service was in high school, I don't think there's much involvement after someone gets out of high school.

Debbie: Really? You don't think they follow-up?

Steven: The only one who really comes across a recruiter is in the cafeteria.

Debbie: Why did you decide not to enlist? You said you had thought about it when you were in high school?

Steve: Well, I never thought much about it because I was graduated from high school, going to community college, my mother collected social security when I was in high school and if I went to college she would get social security, and I got financial aid so financially, it helped out a lot, but I wasn't too successful because I rushed myself into it, and I wasn't involved like I said...

Debbie: So you just decided to do that rather than enlist?

Steven: Right.

Debbie: Ok. So what about loss of freedom, is that a big thing?

Group Collectively: Yes, definitely.

Bill: Eight weeks in boot camp, away from your friends, your family.

Debbie: Is there anything positive you can think of about the Army?

Barry: it gets you physically fit, but...

Debbie: Anything else?

Barry: I know I see a lot of people change when they left and they're still there and I know a lot of people changed their minds after they went...

Debbie: What do you mean, they changed their minds?

Barry: They wanted to come home, they didn't want to go in.

(NOTE: This section indiscernible)

Debbie: How many of you know what the Army offers? I mean like the benefits, the packages they offer? Sort of the like the college fund, where they put in so much for college, you know.

Bill: That's all garbage sometimes, they make it up.

Debbie: So you don't believe...

Steven: What about the Boston Globe; work for our paper for three years and we'll give you a \$1,000 scholarship, so why need the Army?

Debbie: Ok, so you think you can get it better somewhere else?

Steven: Well, no...they use to give it to you for education, you know, and it's not such a big think that they're giving you money for college.

Debbie: Well, what other benefits...

Bill: Like that college fund, well if you don't want to go to college, they should give you the cash anyway.

Debbie: I thought they did, I thought there was like a savings plan, like if you put so much in they'll match it.

Bill: Yeah, you put in, what if you got nothing to put in?

Debbie: They'll match it!

Bill: Yeah, they'll match it, big deal, I think it stinks.

Debbie: It sounds like you don't know what they offer, I mean, I'm trying to find out. Has anyone here talked to a recruiter?

Barry: Yeah, I talked to a couple of them.

Debbie: What did they tell you?

Barry: You didn't really talk to them. You see, they sat there and they say you talked to them, but I...

Debbie: Was it Army?

Barry: Army, or...I don't know, I told them to go talk to a girl about benefits and everything.

Debbie: Ok.

Steven: I think there's a responsibility that it can help you. I think that's a benefit it can make you civilized.

Frank: They make you the way they want you.

Bill: Yeah, exactly.

Debbie: You think they brainwash you?

Bill: yeah, they tell you kill this one or kill that one...it's nice.

Debbie: Has anybody else talked to a recruiter here?

Steven: That's why they go to high school, they get kids when they're young.

Chris: Really.

Debbie: Well they want to get people before they make a career decision before getting a job...

Steven: Come grow with us. Our unemployment is up one year, down one year, you know, I really can't see how you could make it a career, because people change their careers everyday, you know, some people.

Debbie: Ok. Bill you talked to a recruiter. Was it Army, Navy, or...

Bill: To tell you the truth, I don't remember, it was like a demonstration, with a helicopter.

Debbie: Where was this at?

Scott: Yeah, we had that too, the helicopter lands at the high school.

Debbie: What did they...

Scott: You could be doing this, just sign your name here.

Bill: I had one guy told me that, I got these \$100 pants for \$5 you know, and I was thinking like, oh great, they're silk, they're silk, I got them in Korea, I'm doing great.

Debbie: So you didn't believe that they are telling the truth?

Bill: He said he was having the best time of his life.

Scott: I think its dangerous.

Debbie: So you didn't believe him either Scott? You didn't buy what they were saying?

Scott: No.

Debbie: How about you Tom and Gary? I take it you guys go to the same high school.

Gary: Ah, no.

Debbie: They did? Did you talk to them or...

Tom: No.

Debbie: Ok, well what do your family or friends think--who has had friends or family in the military? You have,

Bill: I have, but I...

Steve: If I was going, my father would have said no.

Debbie: Ok, so people who have had friends or relatives in there, they all say don't go in.

Barry: Well, one of them says he don't do nothing, but he's a recruiter, and I don't believe him...(indiscernible)

Debbie: Does everybody, who has...parents or friends say the same thing? Jody, has anybody ever said anything to you about the military?

Jody: No, not really.

Bill: The only time you really hear from anybody, right, is like when you're just bumming around, trying to get something together.

Debbie: Alright, how does the Army compare to the Navy, Air Force, Marines?

Tom: Air Force is better. They let you sleep in nice warm huts.

Debbie: What? You just think they're better, you're not sure why?

Tom: What?

Debbie: You said the Air Force was better.

Steve: I think you have to have a lot of intelligence to like go into something like the Air Force, cause I know you have to take exams, they're easy for like the Army, now you know, simple ones, but in the Air Force, you really have to have some intelligence...

Debbie: Do you think the Army has a bomb?

Scott: Yeah. That's mostly what it's like on TV. The Army always has all the stuff on their face and everything and 500 bullets on their jacket.

Debbie: Would you have answered the questionnaire differently if it had a different service, like if it had the Air Force, the Navy, or the Marines on it?

Steven: It depends on how seriously we look at it...like some of us are like don't think too seriously about...

Debbie: About the military in general...do you think it might only apply to people that are thinking about joining?

Steven: Right.

Debbie: Ok, so most people think...is it true that most people think that the Army is on the bottom? Well what would be on the top? What's the high-ranking service?

Group Collectively: Air Force.

Debbie: And then what?

Steven: They get to drive those brand new planes,

Group Collectively: Marines, the Navy, and then the Army.

Steven: Cause the Army's on the ground, the Navy's on the water, the Air Force in the air, and the cook's in the kitchen.

Debbie: Has anybody every really thought about joining the military? I mean at one point in their life?

Steven: One time I considered it, like I was depressed and stuff, and I considered it.

Debbie: Did you talk to a recruiter at that time?

Steven: No. A guy would phone me and I said could you explain to me what the recommendations are and what qualifications are?

Debbie: Ok, has anybody else thought at one point, or considered joining the military? No one?

Steven: You got it, because you have to be into all those discussions, you have to have some kind of involvement.

Debbie: Mike and Chris, you never did, huh? Scott, you ever think about it?

Scott: I thought about it.

Debbie: Hold it. now I want to hear what Scott has to say. He says he has been thinking about it...

Scott: Well I said I thought about it...

Debbie: Aside, you know, what, why did you think about doing it and decide not to, what made you think about it?

Scott: No job.

Debbie: But you're in high school now?

Scott: But I might not find a job.

Debbie: Ok, so you think that if you don't get a job within a certain amount of time...

Scott: Yeah.

Debbie: Do you think you will be unemployed, why?

Scott: My mother, she thinks about it all night.

Debbie: Do you think we'll get in a war soon?

Scott: Yeah.

Debbie: How many of you think we'll be in a war soon?

Scott: I think we'll win, though.

Bill: Oh, I know we'll win!

Debbie: What about you here, do you think we'll be in a war?

Bill: Oh, yeah, definitely, definitely.

Debbie: Renee?

Renee: No.

Debbie: How about you Jody?

Jody: Probably.

Debbie: Is that, do you think about that, is that why a lot people don't join?

Bill: Definitely, one bomb can ruin your whole day, you know.

Debbie: So you think about that when you consider the military, is like I'm not going.

Bill: I figure there's a war coming, I figure I'd rather be outside being happy than in the Army and you're gonna die anyway. One of those bombs will kill everybody. If you're gonna die, die happy!

(NOTE: This section indiscernible)

Debbie: Ok, Shawn, do you think we'll be a war anytime soon?

Shawn: Yeah.

Debbie: Do you think some people consider that when they are thinking about enlisting?

Shawn: No.

Debbie: Why do you think people enlist? Who enlists in the Army? What kind of people? Who joins the military?

Barry: People who don't have nothing to do with their life anyway.

Debbie: People looking for adventure? What else? Last resort. So, it's like people don't have a job or can't find one...Steve, what do you think? Who joins the military? Why do people join?

Steven: I think they get mostly like young adults, recruits, as in 18, 19, 17 year olds.

Debbie: Well, why do those kinds join?

Steven: I'm sure everybody has their own reasons, you know.

Debbie: Do you think they like to be ordered around?

Steven: It must be.

Debbie: Well, I'm still not sure how you people have decided on what you're going to do with your future. I still don't understand how you made that decision.

Jerry: I think that's something I just chose. What about you?

Debbie: I'm not in the Army.

Steven: How did you decide to do this?

Debbie: I'm not sure. I went to college, majored in a field that does this.

Steven: What's that?

Debbie: Psychology. I like doing research and that's what we do.

Steven: I think that an hour really isn't enough time for us, you know, like if we can sleep on it tonight, could you come back tomorrow night, a lot of people will give you different answers?

Debbie: Do you think it fluctuates? At your age, do you think there's...so you're telling me that if I ask you to come back here tomorrow night everybody will say something different?

Steven: Our opinions will be different, cause we watch the news tonight and we'll learn something different...

Debbie: Well how does that affect your career though? Do your career decisions change from day to day?

Steven: You ask us these questions and we answered them, but maybe we never considered it in that way before.

Debbie: Ok, these questions on this sheet, you wouldn't even thought about in terms of a career?

Steven: Right.

Debbie: Do you think that fluctuates day-to-day? Like your age, do people change their mind day-to-day?

Steven: Yeah.

Barry: All my life I thought about I have to work and right now I don't have to work, and I figure I'm not going to have to work as long as I don't have to.

Debbie: How about you Frank? Scott? How about you? What do you think, does your decision about your career change day-to-day?

Scott: I'll probably do construction.

Debbie: That's pretty definite. It doesn't change day-to-day with you? So you're thinking about construction. I thought you were going to college. So one day you want to do something the next day it's something else.

(NOTE: This section indiscernible)

Debbie: So you fluctuate day-to-day what you want to do.

Steven: Definitely.

Debbie: How about you Gary?

Gary: Gigolo.

Debbie: Have you given any thought about what you want to major in college? Does that change?

Gary: I haven't...

Debbie: Do you decide that one day I want to do this and the next day you want to do something else? I'm trying to get a sense... do you people have a concrete idea or does it change...

Gary: Business.

Debbie: That doesn't fluctuate, it's not one way or the other?

Gary: No, it changes.

Debbie: How about you Shawn, you're not sure if you want to stay in the printing job.

Shawn: I'm not sure.

Debbie: It sounds like you're wavering one way or the other. Does that change from day-to-day?

Shawn: Yeah.

Debbie: One day printing, the next day something else? Does it fluctuate like that? How about you Jody, are you definite?

Jody: No. I just decided this year.

Debbie: How about you Renee? Has it always been engineering?

Renee: Yeah.

Debbie: So it sounds like you people don't have any concrete, or something you really want to do other than, Frank & Chris, more or less...

Barry: I want to go to college.

Debbie: And you're sure of that?

Debbie: Well, what's the most important thing to do people think about when making...how do you know you're gonna be happy, and...

Bill: You don't. That's a chance you take.

Debbie: So, what else is there besides happiness, something you have a good experience with? Is it something he had a good experience and he stuck with it.

Bill: I've been driving a truck for about four or five years and I like it and all and I could do it for the rest of my life, but, if something comes along, I'd definitely take it.

Debbie: So you already have kind of made your career decision.

Bill: Yeah, but it can always change at any point in time.

Debbie: So what about the people who haven't made a decision? What do you think about when you think of 10 years from now?

Steven: I'd like to be a sales person. Maybe business management.

Debbie: So you consider a lot of things?

Steven: You could make a lot of progress if you get into a good company.

Debbie: So what's the big thing other than happiness? Why do you people decide on what you want to do and how do you decide that?

Bill: Well, it just falls into place.

Debbie: You think that's gonna happen when you hit college, it's just gonna fall into what's right for you?

Jerry: If I find something I like I'll stick with it.

Bill: What did you take when you were automatically in college?

Debbie: I knew I wanted to go to college to do research, and that's what I'm doing.

Steven: And what made you go into it and how did you feel going into it?

Debbie: How I felt going into it? That was a long time ago.

Steven: What made you do it?

Debbie: Good experience in school.

CONVERSATION NOT RELEVANT TO THIS DISCUSSION

Debbie: Do people just drift into their careers? Then why do some people know what they're gonna do, like Renee and Jody? Well, Frank knows, or Barry with him it's business or law...so you just drift into your career. Ok, well, I don't have any other questions.

APPENDIX M

TRANSCRIPT - ATLANTA, GA FOCUS GROUP

ATLANTA

Hi. My name is Debbie and I work for a company called PAR Technology. We do research in career decision making and that's more or less the focus of tonight's session. I want to get your opinions and ideas on what's important to you in making a career decision. This focus group session is being recorded by the Dept. of the Army. I want to emphasize that I'm not a recruiter. I'm not gonna try to get anybody to sign up. I don't work for the Army. You may have already decided on a career, you may not have yet. You're probably starting to think about it right now, I don't want to influence you one way or the other, however, the Army would like to get bright young intelligent adults like yourself and they're interested in finding out ways or things that they could offer so that they can make it better in the Army. The session tonight is called the focus group. It's similar to a Harris or Gallup poll, only it is much more informal. I'm gonna be throwing out some questions and topics and I want you to feel free to speak right up. If you disagree with something someone has said, I'd like to hear from you. What each one of you has to say is important. I want you to be relaxed and have some fun tonight, feel free to be perfectly candid in your responses. As you notice, there is a microphone hanging up there, we're gonna tape tonight's session so that I don't have to sit here and take notes. The first thing we're gonna start with is I've got some questionnaires and I'd like you to just put your first name on each one of them and complete these and if you have any questions, please feel free to ask.

The first thing I'd like to do is go around the room and have everybody introduce themselves and tell us what you're doing, if you're in school, if you're working, and what your plans are in the future in terms of your career.

Erin: Right now I'm between school, I've had a couple years of college, and wouldn't mind going back and I'd like to get into the hotel business.

Deb: Hotel business? Is that what you've majored in?

Erin: I've majored in business.

Deb: Are there jobs that you have now related to that?

Erin: No, just for money right now.

Deb: Ok. Chuck?

Chuck: I go to high school and I am planning on going to college and I haven't really decided on a career yet.

Deb: You haven't thought too much about it?

Chuck: Not yet.

Deb: Ok.

Melissa: My name is Melissa and I go to high school and I'm working right now as a waitress but I intend to go college, hopefully Georgia Tech, and I want to be an architect.

Deb: Ok.

Benjamin: My name is Benjamin and I'm in college for three quarters; I went to UGA for the last three quarters and I didn't like it, and I don't have anything I want to major in. I think that next fall I'm going to move to LA and live with a friend of mine for a year and then try to go to school in CA. Presently I'm working part time right now just for money.

Jorie: My name is Jorie and I go to high school and I'd like to major in business administration and I've been looking at some schools.

Deb: So you plan on going?

Jorie: yea, I'm gonna go to college.

Stacy: My name is Stacy and I attend high school and I was just accepted to college I'll be going in the fall beginning in the engineering field.

Deb: Ok.

Robert: Right now I'm attending Junior College and I'll be transferring to Georgia Tech in the fall. My major will be civil engineering.

Eric: I go to junior college and I'm majoring in business administration and I'm working in a night club.

Mike: I also go to high school and I'll be going to Southern Tech this fall and possibly going there four years, and going into industrial engineering.

Deb: Ok. Did anyone have any problems completing the questionnaires? Were they easy, hard, ...?

Chuck: Too repetitive.

Robert: Why do they do that? Why do they repeat the same question?

Deb: Well, they're looking at different options in the college, Army, job.

Mike: Well sometimes they have the exact same question. That's

just like psychology.

Deb: Well they have the same question for the options. I've got some questions about the questionnaire. Do you remember the question that stated, "I tend to following the thinking of my parents, my friends, my guidance counselors, did you link that up with the statement that said my friends, or parents, or teachers think I should enlist in the Army or go college, did you link those two together? You did Melissa?

Melissa: Um hum.

Deb: Could I get a show of hands, how many people did link that up? Everybody, except Mike. Ok. Most people...

Eric: I didn't.

Deb: You didn't either. So you two didn't link them up, you said my parents think I should enlist in the Army and later on you saw the statement I intend to follow the thinking of my parents, you linked that to that question?

Eric: Well I realize that it was the same type of question but I didn't really let one of them influence the answer to my other.

Deb: Ok, because I'm trying to find out if people think like the questions say, I intend to following the thinking of parents, did you see that as a broad statement for everything under the sun?

Deb: Ok, would you have answered differently if it had been made; more specifically, if it said I intend to follow the thinking of my parents concerning the Army? Would that have changed?

Group Collectively: Yes.

Deb: Ok, that's good information. Do you think that the time period, four months, I intend to go to college within four months after graduating, high school, I intend to get a job, is that too long or too short a time span?

GROUP COLLECTIVELY: It's about right.

Deb: That's good to hear. There were a bunch of different factors listed throughout the questionnaires, and I want to get some people's definitions of for example, job satisfaction, what does that mean to you? What's job satisfaction?

Mike: Knowing that you're satisfied.

Deb: So it's liking or disliking, your job?

Erin: And the people you work with.

Deb: Ok, so it's more the environment, something really specific for instance, you like the work. Everybody agrees about that. How about opportunities for personal growth. What does that mean to you?

Eric: Well, it's like if you go and feel better yourself about what you're doing, I mean, that's what it is to me. Like if I went into this job and I said I'm not accomplishing anything here, then I don't think I would grow, I'd quit, but if I went and had a job and said wow, this is great, I'm helping humanity or something like that.

Deb: Ok, so it's something you're doing for mankind, or ...

Benjamin: Personal satisfaction ... as long as you feel like you're not sitting there and spinning wheels, just doing something over and over again if you see that you're getting something done and that you're enjoying yourself doing it, and you get a whole lot of satisfaction out of it.

Deb: Ok, you have pride. Anything else? How about being patriotic, or serving one's country. What does that mean to you?

Stacy: I think it means really that you're really serving the country, more like you're a part of your country and you're still with the democracy and the flag, and with the United States, you're pro United States, I mean that's what you're for, just serving your country.

Deb: Ok. Do you think you could serve your country working in a civilian job?

Stacy: It depends on the job.

Deb: Ok. What about going to college? Is that being patriotic or serving one's country?

Stacy: That can be too.

Deb: Ok.

Robert: Academic experience and knowledge is everything, cause I know you can go out and get a job then.

Deb: Ok. Does everybody agree with that? You can be patriotic going to college or working a job? Ok. How did you all decide on what you're gonna do, for example, let's start with you Mike, how did you decide that you were gonna go into engineering?

Mike: I stink in English, so basically, stuff like journalism, writing, stuff where you have to write, but math was fairly easy and I enjoy stuff like physics, working with computers and basically stuff that point in that direction.

Deb: So, it was like good experiences you've had in school?

Mike: Also, I know it's a growing field.

Deb: Ok. How about you Eric?

Eric: The job I have now is the second job I've ever had, the first job I was working in a fast food place, and then eventually I was getting a little bit of responsibility, in charge of a couple things and I found out that I was sort of good at figuring out what to do if a problem came up. I just felt myself qualified for a management field.

Deb: So work experience?

Eric: Yeah, on the job experience and I did a little research on topics about business and what it takes to be a good manager and I found out that I fit a couple of those things, and I've always had a real strong interest in music, and so I waited around and got a job at Turtles, and within a few months I was third manager there and my success has been encouraging.

Deb: Ok. How about you Robert? Why are you going into engineering?

Robert: I think in high school I had a pretty good aptitude for math, so...it turns out my dad owns a construction company and I like to work with him, so as soon as I get out of college, I'm thinking civil engineering is the best thing to do, in terms of working with him and really helping out.

Deb: So you like want to go back and help your dad?

Robert: Right, that's mainly why I chose Civil Engineering.

Deb: Ok. That makes sense. Stacy, how about you?

Stacy: I'm a little shaky on it but I'm real good in math and my mom has talked to me about it and she thinks that I can be pretty good in the engineering field and my uncle has talked to me about it and he's an engineer and he's making good money and he has told me a lot about it. That's why I should go to school and that's about what I've decided on.

Deb: Ok, Jorie?

Jorie: I thought about business, cause I always liked school, and it seems like everyone wants to major in business, and I say, oh, well me too, and I want to be around people and like to lead people, start my own business, or whatever.

Deb: So was it through classes, or ??

Jorie: Yea, I guess, it was through classes...

Deb: You know, good grades, good experiences in classes?

Jorie: Yea.

Deb: Ok, Benjamin, how about you?

Benjamin: I think it's something I'll enjoy doing, because it will give me the opportunity to.....work in film.

Deb: Cinematography, yeah I remember.

Benjamin: It would give me an outlet to focus my creativity and I don't think I could get any kind of normal job, I wouldn't be able to handle that.

Deb: Not a nine to five?

Ben: Yeah, I wouldn't ... I would quit in like two days, probably, I wouldn't enjoy that at all.

Deb: Did you take any classes in this at the college?

Ben: They didn't have any, that's why I'm not going there. I mean they had a couple of field classes, but they didn't have any kind of major in it.

Deb: Ok, so how did you get started in this?

Ben: Arts, oh I don't know, I just thought that ... I always enjoyed going to the movies, I like to see about every movie that comes out and I don't know, I always use to draw, but I don't like drawing, so I just got into making movies. My dad got a camera, a movie camera, and....

Deb: ...And you played around with that, ok. Melissa?

Melissa: Because my family is in construction and I was brought up around architecture and so that's what I mainly get into, cause my whole family is into it. You know, it's one of those things.

Deb: Ok, so it was good experience, do you have anybody in your family that is an architect?

Melissa: Well, my mother is an Admn. Asst. for an architect firm and she owns half of it, then my father is also an architect, and he went to Georgia Tech, and I'd like to follow in his footsteps.

Deb: Chuck, you said you were not too sure, you haven't decided yet.

Chuck: Well, basically, I'm thinking about the Army because I just like to be outdoors a lot and I looked around and forestry is a possibility but that doesn't really interest me, and I just figured the Army might be a possibility.

Deb: Ok.

Deb: Is there a reason?

Chuck: Not really.

Deb: Why the Army? Why not the Navy, or the Air Force?

Chuck: I don't know.

Deb: Do you know anyone?

Chuck: No I don't know of anyone, not in my family.

Deb: Ok. Erin?

Erin: My mom runs a convention center and that's what got me into hotels, seeing how they're brought together and how nice things turned out, and I like _____ but I think I'm a pretty good organizer.

Deb: Ok, so you have had good experiences in the past. I'd like to discuss some things that are important to you that are related to your career. Are there any factors, like, there's job satisfaction, money, those things that were listed on the questionnaire, were there any factors that were not on that questionnaire that you think about when considering a career?

Benjamin: I think one is just being able to work on your own. I don't think I could work for somebody else being able to work on my own, not having somebody telling me what to do or just being able to do what I want to do. If I want to take a day off, then you know, I'll do it.

Deb: Right.

Benjamin: I guess you can call that...I don't know what you call it...being your own boss, and I think that's very important to me, is being my own boss.

Deb: Ok, ok. Are there any other factors that we may have missed? What about responsibility? Is that something you all consider when thinking of a career?

Eric: I think that's part of personal growth.

Deb: So you kind of let that fall under the other listings. How about challenge? Does that fall under the same thing?

Stacy: It can be a challenge whatever you do,

Mike: There's a feeling you get after you do something that was a big challenge to accomplish; you've worked a lot and gone through a lot, it means a whole a lot more.

Deb: Do you think that falls under any of the factors that were had in the ...?

Mike: ...job satisfaction.

Deb: Job satisfaction....everyone seems to agree with that. How about adventure?

Benjamin: Well, if it is the same day by day it wouldn't be any fun.

Erin: That's like on your job.

Melissa: There has to be a change, it can't be all the same.

Deb: So you consider that when you thought about say adventure, would you consider that in any of the factors that were in the questionnaire or is that different?

(NOTE: This section indiscernible)

Melissa: Adventure is being able to go all over the world and do exciting things.

Deb: And that's what it means to you?

Melissa: Yea. Just being able to see different things that you don't ever get to do, most people don't ever get to travel..... travel around the world or around the U.S.

Deb: Ok, would you say that fell under job satisfaction, or?

Deb: Did you think about these factors before deciding on a career? Most of you did. Melissa, no.

Melissa: I just, for me architecture and art is real relaxing, then again, I like to be real adventurous, I like to a lot of active things like find something to get into... I don't know, I just like a lot of action.

Deb: Ok. Where did you get your information about your career, was it teachers, parents, friends, where did most of you get your information? Erin, where did you hear about hotel management?

Erin: School

Deb: So in school you heard about management, or did they really get specific and say hotel management.

Erin: They didn't get real specific. I just talked to some people in school.

Deb: Ok, so it was like teachers that had given you information about the field, or?

Erin: Yeah.

Deb: Ok, how about the rest of you? Chuck, where did you get information about the Army.

Chuck: I have a lot of brochures they send out plus I talked to a couple of recruiters and when I visited two colleges I talked to some of the people that were head of the ROTC.

Deb: Ok, so you got it through recruiters and ROTC. Melissa, it was your parents, family?

Melissa: Yes. My family and my teacher, the art teacher.

Deb: Ok. Benjamin?

Benjamin: I didn't get any information on it. What kind of information?

Deb: What it takes to be a cinematographer.

Benjamin: I don't know, I just got lucky I guess.

Deb: Was your dad, did he.....

Benjamin: No, he didn't have anything to do with it.

Deb: Ok, no teachers gave you information in the field?

Benjamin: Yeah, when I was in high school they gave me some information ...people to contact, this friend of mine who lives in my neighborhood, he's good friends with a girl that runs an image video, and I talked to her but like as far as brochures go, I mean I haven't got anything like that.

Deb: Ok, so it sounds like your friend was the primary, where you got information.

Benjamin. Yeah.

Deb: Ok, Jorie, how about you?

Jorie: On T.V., you know watching the games shows on TV and I got a lot from my parents, cause they said it's great, and I got some from school, like my high school classes, but probably mostly from TV.

Deb: TV., OK.

Stacy: Mostly from parents and relatives, some from school.

Deb: Ok, Robert?

Robert: Mostly from my parents and reading like from the library, looking at college catalogues, which gives you a brief synopsis.

Deb: Ok.

Eric: Ever since I was about ten I've been in trouble every couple of days..

Deb: You're into the music, right?

Eric: Yea, I had a couple of friends that work there and that as a crossroads between management and music. It was a place to be near satisfied management people and going through all the routines at Turtles and solving the problems they come up with, plus I learn about music everyday, and that kind of knowledge inspires me and I want to learn more.

Deb: Ok.

Mike: Two of my friends talked to me kind of ... I talked to them about different things in engineering and they kind of got me interested in several different things that you can do and then I got information from a friend's parents, like and that kind of put it together for me.

Deb: Ok, so mostly friends. Are there any other people that gave you information or influenced you in terms of a career, other than your parents or friends, teachers, guidance counselors? No. Ok, what's the consequences of a career decision, for example, what do you think the consequences are of going to college? What are the pros and cons, or what do you think would happen? Would it be better or worse if you went to college?

Robert: Better not having much experience under your belt, you know, teach you a little about life. In senior year high in school, people are graduating that still didn't know what they were doing, didn't really have a grasp on their life's meaning but college kind of gives you time to interact with other people living more freely and it gives you a chance to kind of narrow your interests and think about what you're doing, you got ... through classes you see what you enjoy, and of course you're paying for this so you're not gonna take a class just cause you have to take it, but because you're going toward your interest. It's not

really necessary but it kind of gives you a chance of instead of going straight from high school to work.

Deb: It gives you time to mature??

Robert: Right.

Deb: Anybody else, what do you think about the consequences of going to college?

Erin: It helps you find a better job.

Melissa: Make more money. Most jobs now are geared to having college degree as well as high school.

Stacy: You make sure you have the right training for your job.

Deb: When you filled out these things in terms of a civilian job, did you think of that as a permanent full time civilian job. You weren't going to college or you were going to college, but you were gonna take a job and work that job for a few years, or did you look at it as summer job?

Stacy: Summer, then part time through school.

Deb: How about the rest of you?

(NOTE: This section indiscernible)

Melissa: That's what it did for me, sometimes I thought of it like a part time job where I would have while I was in school.

Mike: The same for me.

Deb: So most people saw it like that, half and half.

Eric: It depended on the question.

Deb: Ok, what do you think the consequences are of getting a career job rather than ...

Stacy: before or after college...

Deb: Before... say you decided you didn't want to go to college, or you wanted to go to college at night and get your degree in six years, or something.

Stacy: Might not like the money, might have to work harder for a certain amount of money then go to college and then get paid a good bit more. It would probably take you longer to work yourself up to get the knowledge and training you needed.

Robert: Without the college degree you might only get to go so far in the company. Just a secretary.

Stacy: It would be a little hard if you have to choose between a job and a college degree cause when they look at advancement, they usually pick the one with a college degree or like when you apply for the job, some companies do ask if you have a college degree and if someone comes later that has one, most likely they will get the job before you do.

Deb: So it limits your possibilities and opportunities. What do you think the consequences are of enlisting in the Army?

(NOTE: This section indiscernible)

Stacy: I think it would help you mature and grow, because you see a lot of businessmen who were there when they were younger but I think that if you go into the Army, you mature a lot faster because of what you have to go through in the Army.

Deb: It helps you mature. Anything else?

Chuck: It keeps money in your pocket.

Mike: You get paid and they have a fixed schedule for you where you can work and do what you have to do, and like in the evening you can go to school on their college funds, but you can't get a job anywhere else if you're just going to school.

Eric: I think it's more restricted, it might be challenging and adventurous and can put money in your pocket but I think...I've been two seconds away from signing up and I realize that it's just not, but I think it's more of a...puts a damper on your independence which is something I cannot endure and I see that the Army is kind of a sidestream thing...it takes you out of the mainstream of the real work force, and you need to be in the main stream and I can see it as a kind of a waste of time, because I don't think I would get too much from, first of all the alteration is real and I think it just takes you out of the mainstream of society, but when you get back into it you're older and you still haven't gone to college and you have to do that anyway and you've wasted how many years, I mean you might have grown and matured, I'll give it that much, but you always hear from older people when you're young, that's the best time of your life and I agree, and I would like to spend this time doing what I enjoy instead of wearing fatigues and having somebody yell at me to make my bed, which is nonsense.

Deb: Ok. What do you people think of the Army as a place to work?

Mike: I agree, I think it's a restriction of your freedom also. It's a lot of bureaucracy, you're gonna always have somebody over you and telling you what to do, it's all kinds of rules and regu-

lations, things that you see ok the commercials that's just like, it's not really going on, you don't jump out of the planes all the time, it's mostly like being in ship shape basically, restrictions, you don't have the opportunity to be yourself really, you have to be the military guy and not you.

Stacy: It's hard for a family too. My uncle is in the Air Force and he made it career and he's been away a couple of years, where his family couldn't go, just because of the territory, and his family suffers, even his mother and dad, the separation makes it real hard on the family.

Deb: Ok. Chuck? You've got to have some positive things to say since you're thinking about enlisting?

Chuck: To me it seems like it would teach you to utilize your time more, to be more efficient in doing things where you would be able to get them done quicker, and you wouldn't waste as much time maybe show you a more efficient way of doing things and I think it might strengthen you mentally because unless you're gonna run your own business, you're always gonna have somebody over you telling you what to do, and you're always gonna have to listen to them, so it helps you be a little bit more disciplined.

Deb: Ok, what about the rest of you, what do you think the Army would be like as a place to work?

Mike: For some people it's just not for them, I don't see anything wrong with it, it's just I prefer to go to college and get an education, but I know from friends that have really turned around in the Army. Their life was going downhill then after high school they're ready to be a bum. The Army turns around them quickly and teaches them responsibilities, discipline, etc. It's good for some people, it could do some kind of good, but I just think that other people need other things besides that.

Deb: What about you Benjamin?

Benjamin: Well I wouldn't like it but I'm sure, I agree with him, but I value my personal freedom more than anything else. I wouldn't be able to have it in the Army.

Deb: Would anyone here consider enlisting just to get the educational benefits?

Stacy: It depends on what I would have to do in the Army. If I had a chance to do something good, fine, but you know, if I had to work as a secretary or something ... forget it.

Deb: Do you all know what the Army offers, benefits, ?

(Sounds of agreement)

Deb: So you know a whole about ...

Mike: ...well I don't remember a whole lot but I know generally what's there, what I could have done or what I could have gotten out of it. But I really wasn't that interested so I didn't think much about it.

Deb: Ok. Eric, he knows, you talked to a recruiter.

Eric: Yeah, I was real interested in the Army.

Deb: Why did you decide on the Army?

Eric: I looked at the Navy and the Marines, but the Navy wasn't really appealing, not like the Air Force. The only thing in my childhood that I wanted to be was a pilot so I thought the Air Force would be a good place, then I got more information and saw that you have a better chance of flying in the Navy than you would if you were in the Air Force, because otherwise they'll stick you in radar for training and you'll be doing paperwork and doing some garbage like that, so I figured the Army had opportunities in computers and I was really thinking computers for a long time and I took the ASVAB exam and scored really well on it and they called me every couple of months and send me brochures all the time, I'm sure that I can use computers and all that but I just thought the Army was more what I wanted.

Deb: How long ago was this that you almost signed up?

Eric: Little more than a year.

Debbie: Ok, so were you working at Turtles?

Eric: I was working in the fast food business.

THE TAPE GOES DEAD HERE.

Eric: I didn't know where the money was coming from, I'm paying for it now. So I thought, well, the college funding is here, all these different GI bills, and all the benefits, granted if you're a veteran you can get great benefits, and I was real close to joining but...

Deb: ...so benefits initially attracted you.

Eric: Benefits, and they kept saying that I needed discipline in my life but Turtles actually turned me around a whole lot, they gave me responsibility right off the bat and I ran with it.

Deb: What about the rest of you? Where have you heard about Army benefits? Chuck, you talked to a recruiter, or???

Chuck: Yes.

Deb: Was that the first time you heard what they could offer you?

Chuck: Basically I was looking to get into college and I was looking to a career maybe something after college, so I figured that maybe I could go into ROTC in college and possibly go in the Army after college, if that worked out, but that was really my main thinking there, I hadn't thought about going into the Army before college.

Deb: So you want to do it after college?

Chuck: Yeah. To go in as an officer. A little higher.

Deb: Has anyone else heard anything about the Army?

Stacy: I have. I heard about all four branches from recruiters. I took the A SVAB test at my school and I did very well on it and they all called like everyday to try to set up appointments and I met with all of them at my house, at their office and my school and all of them tried to get me to think about joining and they were trying to tell me what they could give me and just trying to tell me what the other branches couldn't give me that they could and I was close to thinking about going into the Marines, cause I thought that was the highest branch or could give me more, then I heard from the Air Force and it was like, my mom really didn't want me to join any one of them cause she really wanted me to go school right after high school and it was like if we didn't get the money to go to college I would think about joining the Air Force to pay for it but I really started thinking about that and I didn't like it, and I had money in the bank to pay for my college education so I just like put all military services out of the way.

Deb: What if you didn't have money in the bank?

Stacy: It would be a thought to join the Air Force to pay for it and as soon as I was finished with like two years, I would get out.

Deb: Anybody else? Robert have you heard anything about the Army?

Robert: No, mainly on television, commercials. I guess they're typical. You see people jump out of helicopters and things of that nature, when you do those kinds of things that's like boot camp, after boot camp, especially in the Army, there's not that much combat, exercises or whatever, they'll put you on some kind of duty where it's a mess...

Deb: It's not as glamorous as they make it????

Robert: Or a mechanic or whatever.

Deb: Ok. What do your friends, or family, or boyfriends or girlfriends whoever think about the Army? Chuck?

Chuck: My family is kind of like if that's what you want to do then its ok, but they're not saying that's what you have to do ... they're kind of neutral. They're kind of leaving it up to me, basically.

Deb: Stacy, your mom said no and

Stacy: She said enlist and I didn't have money to go to college.

Deb: What about your father?

Stacy: Well my father, I don't live with my father.

Deb: So your mother was the primary person.

Stacy: She really didn't like it but the recruiter wanted to talk to her and he was filling her head with benefits and things and I was like sitting back and it really didn't matter to me I didn't want to go, but if I didn't want her to work too hard to try to make my college education so if it took me going to the Marines say I was gone...Air Force rather.

Deb: Mike?

Mike: I talked with some people my parents said that if I really wanted to go, then ... ok.

Deb: Have you heard anything good or bad about the Army from people?

Mike: I heard lots of good. I really haven't heard anything bad about it. What I've heard, it's been good. I had relatives go into different services and my dad went into the Navy and He never went to college, but they don't mind if I go they're not making me, not like my brother, cause he wasted a lot of his time so they're getting ready to send him off, but for me, they're for whatever I want to do.

Deb: What about the rest of you?

Benjamin: My brother was in the Army and like the first letter I got from him was "don't join" and he got out as soon as he could get out; he used to come home from leave, and he hated it.

Deb: What did he hate about it?

Benjamin: I don't know, he just said the whole thing. I never got into detail with him. He use to come home every day and didn't like it at all.

Deb: Ok. You had your brother tell you. What about the rest of you? Relatives or friends?

Jorie: My brother, he's saying I should join the Army. He said he would like it because he wouldn't have so much outside responsibilities, like he can go into the Army and have basically everything paid for in there and he could earn money and then have like not to worry about the pressures of the outside world.

Deb: So that's why he joined?

Jorie: Yeah.

Deb: So what has he told you about it?

Jorie: He talked with this guy before about it and I guess he was a recruiter, he's a friend of the family really and he was saying yeah, it's great, a good place, and they don't send you away to fight unless it's a draft or something which hasn't happened and he said there is a lot of benefits.

Deb: Is he in it?

Jorie: No.

Deb: Anybody else?

Robert: I have a couple of friends and I have lot of respect for them they're Marines, it seems like it's changed them a lot.

Deb: So they had good things to say about it?

Robert: They do. Most of them have good things to say about it.

Deb: Anybody else? How do you think the Army compares with the Navy, Air Force, Marines?

Mike: Benefit-wise, or?

Deb: Yeah, benefit-wise or anything else for that matter.

Mike: The Army offers more toward your college and it seems more towards your college and helping you with money more than the others which you don't hear much about except for the Navy Air Force Marines just on the job training, but it doesn't say much, they don't pay as much for your college, like the Army is more advertised. They push the college benefits.

Stacy: The Army they can give you more money because they have harder jobs. The jobs are like harder, nastier, to get your money for college you have to work or train in some field or you have to have a job, like they can put you down in the boiler room of a Navy ship and you can stay there like ten months everyday, you go down there and stay in this boiler room that's 110 degrees and you do whatever you have to do and that's why they pay you so much more than the Air Force or Marines, because like jobs like that they're like in radar jobs, you sit up in the booth, directing

planes and you don't get paid as much and when it's time for you to leave, in the Navy or the Army, they will offer you like \$10,000.00 bonus just to stay in that job cause they can't find anyone else that is willing to work that job because it's so nasty and dirty and that's mostly why they offer more money.

Deb: What about the rest of you? How does the Army compare to the other branches?

Robert: I think the Navy is more technical, is the most technical branch of the Armed Services. The Navy wants a more intelligent person because it's just a high technical branch.

Deb: Do you think it is harder to get into the Navy?

Robert: I think so, I think you have to score higher on the ASVABs to get into the Navy compared to the Army.

Deb: What about the rest of you? What do you think the best branch of service is?

Stacy: Air Force.

Mike: Depending on your personal being, it's what you're interested in. Some people, it's just different, each one of them have different fields, if you wanted pilot training, you can get it in all the others, it's just basically that they have different things and for different people it's different things....some people like Marines they want to be mean, but most people like that would stress the Air Force.

Deb: Robert....?

Robert: I agree, it depends on what you want to do, if you want to be mean or Mr. Tough Guy, join the Marines, if you want to be a pilot, join the Navy, I don't know why you would join the Army, it's a little more widespread. The Air Force is probably most slack militarily so if you just want to kind of be slack....

Mike: Neat, clean cut....never really in the dirt....in the Air Force they're into polishing their shoes.

Stacy: It just depends on what you like to be, it takes a higher score on the ASVAB like 50, whereas the Army, Navy, or Marines, I think it's like a 35 that you have to score on to be able to get into the Army, but like in the Air Force you have to score 50 and it's like they don't do any fighting, usually they don't do any fighting unless they need bombers the only fighting they do is pilots and it takes like 7 years to become a pilot and if you're just in for a short time, you usually won't do any fighting, or you won't even be shipped. But like the Marines, if something breaks out, it's usually the Marines that are sent first and in the Air Force, you don't do crawling and getting dirty, and things like that, like sometimes they can't pay you more, like I was

talking to a recruiter and he told me something like the Army, they were jumping out of the plane and I get \$700 bonus for jumping out of this plane, and he was there just to open the door for them and he said he gets \$900 just for opening the door for them to jump out. The Air Force is clean cut and don't do hard work that's why it's so hard to get it.

Deb: Would people have filled out that questionnaire differently if it had said rather than the Army, it would have focused on a different branch? How many would have answered differently. Five people would have answered differently, four wouldn't. For those of you who have talked to a recruiter, what did the recruiter say or do, how did he influence your feelings in the Army?

Ben: I basically hung up on them before they got a chance to talk to me.

Deb: You just talked to him on the phone?

Ben: Yeah. They called me up and said what are you doing? I said I'm going to school and then he said what are you doing with your life? It's like trying to push me and say well, I'm a failure, then he like said what are you doing with your life and I said that I'm going to school and he goes oh, how you doing? And I said I'm doing fine, and then he asked me something about the Army and I said no thank you.

Mike: I've gotten several phone calls especially after becoming a senior and they would be real informal, as if they knew me and they would say how you doing today, and then they get to the point. I said well I'm going to college and he goes well good luck and all this but you could tell he was real disappointed because he wanted me to join the Army. They just try to be real personal. Bugging me.

Stacy: When I turned down the first one that came to my house, they tried a new approach. They came with a lady. And then the next time, a guy called and I was like I don't want to join and he said well they told me that you were interested in the Army, and I said I have no idea why they told you that, he said, ok, thank you.

Deb: So you talked to different recruiters from the Army?

Stacy: Yeah, they send different ones.

Deb: Has anybody else had contact with the recruiters?

Robert: Navy. He took ten of us out to eat pizza and he ended up signing up six guys but this was not for enlisting, it was for ROTC. I guess he had a successful night.

Deb: Was he pushy what did you think about what he was telling you?

Robert: I could see through him, I had made up my mind so I didn't really...he wasn't that pushy. I wasn't interested. But he just showed us a good time.

Deb: Ok. Chuck how about you?

Chuck: This one recruiter called me twice and both times he said that he had heard that I was interested, the first time he called me was ok, but the second time he called me back I hadn't really expected it and I was kind of surprised that he called. It just kind of took me by surprise, when he called me twice.

Deb: The only contact you've ever had was over the phone?

Chuck: Yea, After I took the ASVAB.

Deb: Do they give you that in your high school?

Chuck: he tried to make an appointment with me but he got sick or something and didn't show up, and hasn't called up since.

Deb: Anybody else?

Eric: I went down to talk to them when I was in high school and they pulled me out of class one day which I thought was great, he sat down with a sheet and just said well, you make this much and here's your bonus and if you ever want this much, this this and this see how much money you get? And I was like sure, forget that hypnotic voice

Eric: They'll try and act like they're your friend, I'm sure they mean well but I really didn't know how to say, look I don't want to do this, but I was thinking about it for a while, but after ... and the only reason I was interested was because I was getting more and more pressure and a couple of people were saying well go ahead and do it, that will change your life and I guess I was a real slouch to them or something, but after a while I said that's not really what I'm looking for and I guarantee that I'll get unhappy. Why should I sign up to be unhappy for two years when I can be happy now?

Deb: Did the recruiter influence you or anything?

Eric: Well, he was doing his job, he was showing me what the Army could offer me, but I heard from a couple of people, friends of mine, relatives, and all that, that they're gonna show you the good side, but wait till you see the bad side, and I was aware of that, because my dad was in the Army and he knows. He was in Vietnam, so he knows a whole lot about the bad side. I kind of turned around, in high school my grades weren't that good and I was working in fast food which is like zero and so I think people thought they were encouraging me to do that because it looked like that would be easy and it would turn me around, but once I was out

of high school I was able to get a little more freedom and do what I wanted to do and make more money and it's just kind of turned me around. The recruiter was doing his job, and I really feel sorry from him for having to go through all this, but I could just see through to what I wasn't going to like. That cash figure down at the bottom, I liked that but I needed not having to get up at 4:00 in the morning which is about when I go to bed now and get up and run 2000 miles, you know drive a tank...

Mike: I think that with all the controversy with Libya and everything going on, I think that can have an effect on a lot of people in keeping them away from the different services; for a while there my dad was talking to me about going into the Army, and he said you might have to, and I just signed up for the draft a couple months ago and it will get you thinking.

Deb: Do you think that's influencing people? Everybody agrees with that.

Benjamin: My mom was real scared that I was gonna get drafted.

Deb: Do you think we're gonna be in a war soon?

Mike: It seems like things are slowing back down a little bit. I think we are all backing down after what happened.

Deb: Because of the nuclear incident? You don't think in the near future we're gonna have a major conflict?

Ben: I don't think we're gonna have a major conflict with Libya but we may kind have some kind of a major conflict in Central America. I don't think the draft is gonna come up.

Eric: I think the Army would step up recruiting a whole lot more, and the Government would just pour money into the Army and all the armed forces. But when the draft comes around, my mom is real scared about it, but I can't see that...if they said we're gonna start drafting folks, it would be like burning draft cards, like they did it in the 60s and we could do it now. If push comes to shove and I get drafted and they send me down there to kill somebody, by God I'm killing everybody, because I'll be a fighting man if I got to go into the Army.

Deb: What could the Army offer people that would make them more likely to enlist or sign up?

Benjamin: Money.

Benjamin: More personal freedom.

Deb: You mean make it more like a job?

Benjamin: Make it more like a 9 to 5 type of job.

Mike: I think there should be more respect for veterans.

Deb: What else could they offer people?

Robert: I don't think people respect the military as much as they did back in the 40s or 1800s; I think the military deserves a little bit more respect, it would be nice if they could give you more freedom, but that's the military, and when you're talking about a war situation, you got to be disciplined you have to think like everybody else. Everybody has to think the same. I think a little bit more prestige and respect.

Deb: How could they do that now?

Robert: Maybe have more balls, big parties, more advertising, things of that nature.

Mike: Setting up benefits for veterans to show they really care for the guys and that would help raise the respect.

CONVERSATION NOT RELEVANT TO TOPIC

Deb: What are some other things the Army could offer people? What kind of person do you think joins the Army?

Mike: Someone who is undecided. There's not a specific point of interest. Someone who doesn't really know what they want.

Deb: Anyone else? Melissa, how about you?

Melissa: I don't know, maybe an active person, someone who likes a lot of adventure. I ran into an officer one time, and he was pushing the Army onto me and he goes you got good legs for marching and I go I got a bad knee and he goes oh, is there anything else, and I was making up all this bull and making him stop nagging me, and I say I'm also mainly blind too, I have thick glasses, I was telling him I had some disease, like diabetes, but I can't do that and I get home sick and I was making up all kind of stuff.

Deb: So what kind of person do you think joins the Army?

Melissa: A real active person. Somebody who doesn't need a lot of sleep.

Mike: Someone who wants to lose weight.

Benjamin: A white supremacist. Someone who thinks I don't want commies in my country. Someone who saw Rocky IV and liked it.

Deb: Did the women have to take the ASVAB Test?

Benjamin: It's a voluntary test.

Deb: Were you ever approached by anyone in terms of enlisting?
The women here?

Melissa: Yes. But the day of the test at school I was standing outside the door and he goes you want to take the test and I said I was thinking about it, but I didn't want to miss my classes and I was kind of chicken too.

Deb: So it's a voluntary test.

Jorie: There are always people in the hall and they have slide shows and music and everything was organized real nice but I said no thanks I wasn't interested, I just walked away.

Deb: Ok, let's go back to the factors, what's the most important thing to you when you think of a career?

GROUP COLLECTIVELY: Money.

Deb: Money, job security. Let me go around the room and tell me what's the three top things you consider when you think of a career? What's the three most important things to you? Michael?

Michael: Job satisfaction, money, opportunities for advancement.

Eric: Job satisfaction, money, security.

Robert: Money, job satisfaction, security.

Stacy: Money, job satisfaction.

Jorie: Money, job satisfaction, opportunity for personal growth.

Benjamin: Job satisfaction, opportunities for personal growth, and money.

Melissa: Job satisfaction, advancement, training.

Chuck: Training, opportunities for advancement, and serving your country.

Erin: Money, benefits, job security.

Deb: You had mentioned that you thought opportunities for advancement and opportunities for personal growth you see that falling into job satisfaction, do other people see that?

Group Collectively: Yes.

Mike: I think the advancement would go more under job security than it would satisfaction.

Eric: It's good to keep them separate but it's also good to see...because every person, just according to their own personality might think job satisfaction means getting your own job, whereas some other person might think it is sitting before a computer screen. The two are entirely different things, so it's good to keep that little category separate. My personality says that they're pretty much the same thing.

Deb: Do you change your mind about your career? or is it set?

Eric: Gradually, there's an awful lot of factors involved,

Mike: When you're young you change your mind a lot.

Deb: How about in your senior year in high school?

Mike: It slows down because I started wanting to do this and that, but then narrowed it down over the next two years it can, you can do what you want and what you're going for may change when you're in college because not be what you like, you can change to a different major, a different field altogether. I think it slows down.

Deb: How about the rest of you? Say within the one year as a high school senior. Does it change month to month or ..whether you're gonna go to college, get a job, or what you want to do? Does it change?

Stacy: It changes. My mind might still change after my first or second year in college because I'm shaky on my major and it might change to another

Deb: But you still plan on going to college? What about the rest of you? So everyone knows what they're gonna do?