



The Millennium
Cohort Family Study

Family Life and Career Experience: Influence on Military Satisfaction and Career Intentions

The military is invested in understanding the factors that contribute to service member career satisfaction and intentions to leave the military.



Factors that Contribute to Career Satisfaction and Intentions to Stay



More social support



Better financial well-being



More career experience (i.e., deployment history)



Better mental health

Factors that Contribute to Career Dissatisfaction and Intentions to Leave



More combat experiences (i.e., the danger of being killed or attacked)



More work-family conflict (i.e., military interference with home and family life)



Having a spouse who had a full-time job



Worse marital quality

- Particularly for women service members with spouses who are full-time homemakers

Resources for Service Members

- If financial strain is affecting your quality of life, reach out to [Military OneSource financial counselors](#) to help you plan for your specific situation.
- If things with your spouse are not as great as you would like them to be, consider utilizing resources like the [Love Every Day](#) tool or the [Building Healthy Relationships](#) consultation to help you build a stronger relationship.
- If you have a hard time balancing family and military life, consider using the [Peer-to-Peer Support](#) program. Peer support consultants are trained professionals and include service members and spouses who can relate to the military life issues you are facing.

Street, T., Lewin, A., Woodall, K., Cruz-Cano, R., Thoma, M., & Stander, V. A. (2022). Gender differences in marital and military predictors of service member career satisfaction. *Family Relations*, 71(4).
<https://doi.org/10.1111/fare.12697>

Woodall, K. A., Esquivel, A. P., Powell, T. M., Riviere, L. A., Amoroso, P. J., Stander, V. A. (2022). Influence of family factors on service members' decisions to leave the military. *Family Relations*. Advance online publication.
<https://doi.org/10.1111/fare.12757>



The Millennium Cohort Family Study follows spouses of junior military personnel for 21 years to help the Department of Defense understand the needs of families and provide better support.

