Figure 1: Familiarisation of subjective data (recruit interviews)

**Leavers were experiencing stress, unhappiness and low mood that was linked to the situation that they found themselves in and the perception of being trapped.**

Subjective evidence in all of a level of distress at the thought of remaining in the army

Feelings of failure

Loss of freedom of choice

SUD scale showed a degree of distress in all those that wanted to leave – this was relieved as soon as they were released from service

All had good frequent contact with family – no restrictions or control and had weekend leave

No contact with home or reduced contact would make things worse

Unhappy to a point where not feeling like their usual self

Letting family down

Not letting family down, it is what he wants / individualism

Wants individual time and be able to do their own thing

Feeling of imprisonment

**Nostalgic thoughts, both feeling of homesickness and a realisation that reality of army life did not match the pre-conceived fantasy**

Did not think properly about joining prior to enlistment

Not like the Army Cadets

Thought it would be more interesting

Preferred old job

**Leavers talked about an inability to fit in to the culture that they found themselves in**

Not yet ready or mature enough for Army life

Physical training and physical demands too much

Mentally demanding

Describes anxiety prior to certain lessons ‘can’t cope’ pressure to much

Difficulty in coping with discipline, this is their first ever exposure to discipline at this level

Did not feel that he as an individual was suited to the Army

Disliked the communal living

Did not fit in with Peer group

Found younger members of the platoon irritating, fed up of group punishment due to the infractions of the few

**If made to stay, i.e. National Service**

Would escalate behaviour to effect release, i.e. self-harm / AWOL

Would get on with it and make the best

Did not enjoy the work, it was boring / not interesting

**No evidence or reports of bullying**

**Relationship failure / childcare issues / sick relatives / must leave to care for problems at home**

Too many problems to stay

? Legitimatisation of failure

Performance reports suggest poor performance,? looking for a face saving escape without loss of credibility (see Table 2)

**1.**

**2.**

**3.**

**4.**

**5.**

Figure 2: Process of analysis: Thematic Framework and Index

**3**

Thematic Headings with Index

Coping

* 1. Deterioration in Mood

1.2 Homesick

1.3 Unable to cope psychologically with physical demands

* 1. Immaturity
  2. Relationship Failure / problems at home / sick relative
  3. Contact with Family

Fitting In

2.1 Loss of freedom

2.2 Failure of expectation

2.3 Failure to adapt to culture

2.4 Breech of discipline

2.5 Inappropriate recruitment

Transition

3.1 Psychologically and physically unprepared for transition to service

3.2 Option to leave made too easy (National Service Ethos)

3.3 Lack of determination to push through initial cognitive dissonance

3.4 Lacking the emotional maturity to cope with the transitional period

Legitimisation of failure

4.1 Bad behaviour to ensure dismissal

4.2 Create a demand that necessitates exit from service

**2**

Emerging Themes

1. Transitional period when adapting to new social environment with poor expectation of what military life entailed

2. An inability to cope with the impact of transition to military life within a closed institution

3. Deterioration in psychological wellbeing and performance of the individual as they begin to acknowledge that they can no longer cope

4. Legitimisation of failure

**1**

Areas of Enquiry

Reason for leaving

Psychological impact of failure

Stability of mood related to failure

Expectations of service

Motivators to stay

Benefit of close family contact in early training

Objective view of causative reasons for failure from training staff

**Figure 3: Framework analysis in practice**

Mapping and Interpretation

Familiarisation

**Figure 4: Process of analysis: Charting**

Situational Demand

Institutional Demands

* 1. Deterioration in Mood
  2. Unable to cope psychologically with physical demands

1.4 Immaturity

2.1 Loss of freedom

2.2 Failure of expectation

2.3 Failure to adapt to culture

2.4 Breech of discipline

3.3 Lack of determination to push through initial cognitive dissonance

3.4 Lacking the emotional maturity to cope with the transitional period

Individual Demands

* 1. Homesick

1.5 Relationship Failure / problems at home / sick relative

* 1. Contact with Family

**3**

Thematic Headings with Index

Coping

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Stability of mood related to failure

Expectations of service

Motivators to stay

Benefit of close family contact in early training

Objective view of causative reasons for failure from training staff

**4**

**Figure 5: Process of analysis: Mapping and Interpretation**

**5**

Institutional Demand

Physical Demands

1.3 Unable to cope psychologically with physical demands

Emotional Demands

* 1. Deterioration in Mood

1.4 Immaturity

Cultural Demands

2.1 Loss of freedom

2.2 Failure of expectation

2.3 Failure to adapt to culture

2.4 Breech of discipline

3.3 Lack of determination

3.4 Lacking the emotional maturity to cope with the transitional period

Individual Demand

Emotional

1.2 Homesick

Social

1.5 Relationship Failure / problems at home / sick

1.5a Pregnancy

1.5b Family Illness

1.5c No support from significant other(s)

**6**

Situational Demand

Institutional Demands

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2.1 Loss of freedom

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1.5 Relationship Failure / problems at home / sick relative

* 1. Contact with Family

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1. Transitional period when adapting to new social environment with poor expectation of what military life entailed

2. An inability to cope with the impact of transition to military life within a closed institution

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Areas of Enquiry

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Psychological impact of failure

Stability of mood related to failure

Expectations of service

Motivators to stay

Benefit of close family contact in early training

Objective view of causative reasons for failure from training staff

**4**