**PHR Testimony**

**What is your background?** I have been serving in the Human Resources field for my entire 18 years of military service. I have also been certified to advise on Equal Opportunity and Sexual Assault Response and Prevention.

**Why did you get the HR certification?** Bottom Line Reason for Obtaining the PHR Certification:

When I transition from Federal Service I want to ensure that I am equipped to perform HR functions in the private sector.

**How does the certification help you in your current role? How do you think it will help in future roles?**

Currently, the knowledge that I've gained through the PHR certification process reinforces the importance of looking after the organizations most important aspect; its people. It has also taught me the importance of understanding and aligning HR functions with the organization's, operations, vision and mission. This will ensure HR practices are suited to meet the Organization's needs.   In the future this and additional certifications will show  that I have prepared myself to perform HR functions in the private sector.

**How did you prepare for the exam?  For how long?**

In December of 2016 I began preparing for the PHR certification by attending a study group that was led by MAJ Kenneth Jackson who was preparing to the SPHR Exam. 3 months later I requested and was selected to participate in the Army's HR Credentialing Pilot program. For the next three months I dedicated 2 hours daily to the study materials provided as well as webinars found on youtube. I passed the PHR Exam on 29 May 2017. This process took about 6 Months.

**What surprised you most about the preparation process? About the exam?**

What surprised me the most about the preparation process was the interest that I had in the bodies of knowledge and how much of a difference there was between my current daily HR functions versus the HR functions performed in the private sector.  Although the exam was like nothing that I had taken before,  the study materials prepared me for what I would face and this took the edge off of the anxiety that comes along with testing for a certification of this magnitude.

**If I could give advice to my younger self?** It would be to find a career that fits your personality and become a master of your craft.

SFC Darryl Avery