A new career in the third age -
and pre-retirement workshops
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A third career - a career in the third age
A paradigm shift of retirement patterns

Meaningful commitments - part of the entire life

Being part of the game < >
watching at the sideline

Encore career – instead of - leisure for 30 years
Living longer - with a new life phase - after working, before growing old

The transition from working life – one of the most difficult

Career intermission – or pre-retirement counseling, dialogue and reflection

Pre-retirement workshops – goals, methods, content, organization

Pre-retirement counseling in US – suggestions on how to market workshops

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Life expectancy increases with 2-3 month pr. year
We’re not only living longer – we have got a new life phase

YOUNG

CHILD

ADULT

FULL-GROWN

OLD

New life phase

Young old?
Senior?
60 Plus?
???

Development in life expectancy from 1900 - 2000

1900 = 52

2000 = 77

1. Age

2. Age

3. Age

4. Age

25-years Life Bonus

We’re not only living longer – we have got a new life phase

The third age

The fourth age

Independent – self-reliant

Dependent – lack of health

60 years

122 years
Goodbye to working life - Hello to the new life phase

The transition from working life – one of the most difficult

Three reasons:

- The expectations of retirement don’t match reality
- The decision process is complex - many considerations
- Lack of dialogue and openness - you are on your own

Work has changed – from duty to identity:
- ‘we live for working – not working for making a living’

Looking forward to retirement – don’t forget looking back

Looking forward to retirement

To see what you ‘get’
Freedom and 40 hours for:
- Travel and leisure
- Partner – grandchildren – family
- Hobbies and gardening
- DIY - projects
- Relaxation

Don’t forget looking back

To remember what you ‘loose’
Identity & engagement 40 years:
- Colleagues and important network
- Structure – daily - weekly
- Making a difference – challenges
- Less money to live for
- Meaning and goals

Prepare
New life phase

Finances
Like a holiday
We will find out
No need planning

What is my goal?
New network?
A good third age?
Structure-daily?
Make a difference?
Meaning with life?
Finances?
Shall I stop now - or stay on the job?

- My company needs to cut down expenses - will I be fired?
- Retirement pension - can I afford living?
- My daughter needs me to take care of the grandchildren
- I am happy with my job - I don't want to stop right now
- It will be very difficult to say goodbye to my colleagues...
- My husband has retired and ...
- A long long holiday will just be fine
- I wonder if they can manage without me
- It's far too old...

A difficult decision process

Last day on the job

- How lucky you are - now you don't have to work the rest of your life.
- How to find ways to do what I'm good at and enjoy
- Leisure is OK - but for 20-30 years?
- Maybe pretend it's easy - even when it's difficult
- Most difficult transition in your lifetime - 41%

If you get bored it's your own fault - you're not smart enough

I'll miss my colleagues
Survey – ‘wishing to stay or leave the job’

40%: Stay as long they can

35%: Difficult to decide

25%: Want to leave - early

When you enter the labour market – there’s a lot of counselling
When you leave – there’s nothing

The New Retirement Workscape

Yesterday’s Retirement: Two Phases

Today’s Retirement: Four Phases

Merrill Lynch: Work in Retirement, 2014
Counseling, dialogue & reflection – a shortcut to active ageing

Results – 40 workshops - 700 participants:

- 90% - better prepared on transition - satisfied
- 65% - changed plans for the new life phase
- 33% - decided to stay longer on the job
- 40% - decided to improve health habits
- 45% - decided to contribute as volunteer

The workshop model awarded by the EU-Commission in 2012

The workshop model - 2 days

Goal:
- to inspire seniors to develop and unfold their competencies – to find his/hers individual way to a new career

Method:
- Plenary – presentation, dialogue
- Groups – consultants for each other – exercises
- Alone – reflection – homework –> discuss with partner
- Documentation – own notes – plans

Organization:
- Private companies – trade unions – public institutions
- From 2009-15 – 40 workshops – 700 senior employees (55+)’

The secret ingredients:
Counseling – Dialogue - Reflexion
Which way do I choose leaving behind the last job?

Economy

Health habits

The job

Network

Changes

Activities

Goals

Workshop themes

Doors to open - on the way to a third career

Activities

Building a third career that reflects, who you have become

"EXERCISE 1 Who am I  - & what are my core competencies?"

- List 10 situations of your whole life where you were the best

EXCERZISE 2 What kind of activities -  

- Paid work
- Volunteering
- Lifelong learning
- Grandchildren, travel...
- New life-style

Which way do I choose leaving behind the last job?
The myth on ageing and weakness
Surveys shows: 50% of weakness not caused by ageing– but by being unfit
The good news: Never too late to choose a healthy lifestyle
• Training – food – mentally stimulated
• Positive outlook on life - optimism
• Social network – partner – pets

Network
A network is essential for your physical and mental health
- how to reorganize your network when leaving the job
• Our network changes over time - and always in transitions in life
• Some are close (strong bonds) - some are further away (weaker bonds)
• A good network essential for well-being - does not come by itself
Doors to open - on the way to a third career

Activities – what will be my first step?

What shall I do to reach my goals?

Values – what means a lot to me?

HEALTH
THE JOB
NETWORK
ACTIVITIES
ECONOMY

How to implement the workshop model in US

Target group:
- Retirement advisers on economy – pension companies
- Companies – public institutions - trade unions
- Open workshops

How to market:
- 1–2 hours introduction: how to prepare retirement
- Workshop 1-2 days for seniors - ½ a day for managers
- Workshop 2nd release. Experience as a volunteer.

To know more – on Pre-retirement workshops
Download report from 2012 – from www.en3karriere.dk
The transition into a career in the third age

Entrepreneur of the company: My self

- Economy Management
- Production Management
- ME & INCOME
  - Job - parttime
  - Pension ...
  - Reverse mortgage...
- ME & OTHERS
  - Family...
  - Friends...
  - Others...
- ME & THE PRESENT
  - Activities
  - Learning new things
  - Giving back...
- ME & THE FUTURE
  - Lifegoes...
  - Changes...
- MY SELF
  - Health habits physically & mentally

Cooperation with suppliers & customers
HR Management
Strategic planning
Doors to open - on the way to a third career

**EACH ONE** finds his own way - instead of **EVERYONE** going same way

**FLEXIBLE** & phased transitions - instead of ‘one jump from the cliff’

**WORK** always part of whole life - instead of **NO WORK** after 2/3 of life

A **GOAL** for life in the third age - instead of a **GOAL-LESS** ‘Third half’

Be **GOOD** to yourself in 3rd age - instead of minding yourself in last 3rd

**GUIDANCE** in the transition - instead of ‘do it yourself’

**A new Third Career** > **< traditional re-tire-ment**