



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**

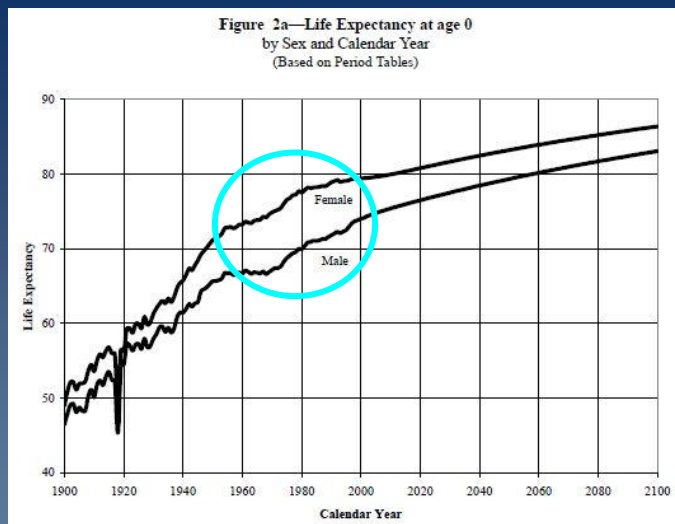
**Encore career – instead of
- leisure for 30 years**



Agenda

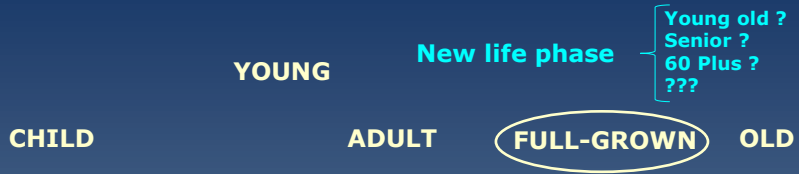
- Living longer - with a new life phase - after working, before growing old
- The transition from working life – one of the most difficult
- Career intermission – or pre-retirement counseling, dialogue and reflection
- Pre-retirement workshops – goals, methods, content, organization
- Pre-retirement counseling in US – suggestions on how to market workshops

Poul-Erik Tindbæk
 Chief Consultant, Ph.D.
www.en3karriere.dk

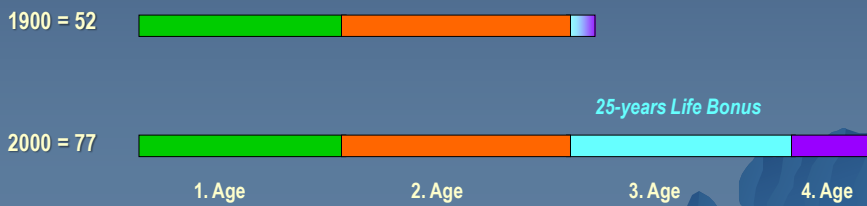


Life expectancy increases with 2-3 month pr. year

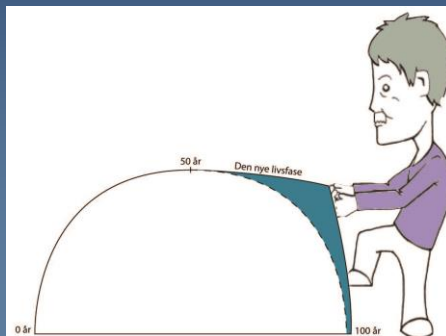
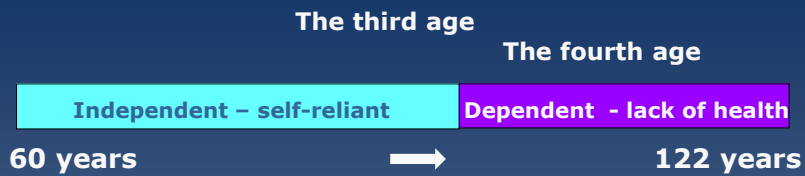
We're not only living longer – we have got a new life phase



Development in life expectancy from 1900 - 2000



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



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 'lose'

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 ?

Retirement pension - can I afford living?

Time to repair the house...

My daughter needs me to take care of the grandchildren

It will be very difficult to say goodbye to my colleagues...

My husband has retired and ...

'She is far too old...'

My company needs to cut down expenses - will I be fired?

I am happy with my job - and I don't want to stop right now

Maybe we have to find a smaller house?

Shall I join a voluntary group?

A long long holiday will just be fine

I wonder if they can manage without me

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.

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

I'll miss my colleagues

Leisure is OK - but for 20-30 years?

How to find ways to do what I'm good at and enjoy

Maybe pretend it's easy - even when it's difficult

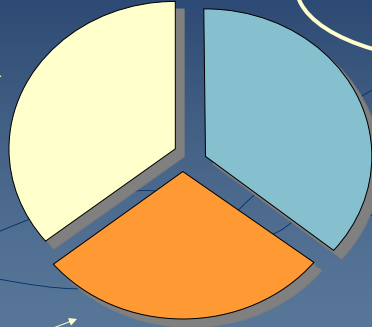
Most difficult transition in your lifetime - 41%

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 Workspace

Yesterday's Retirement: Two Phases



Today's Retirement: Four Phases



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:

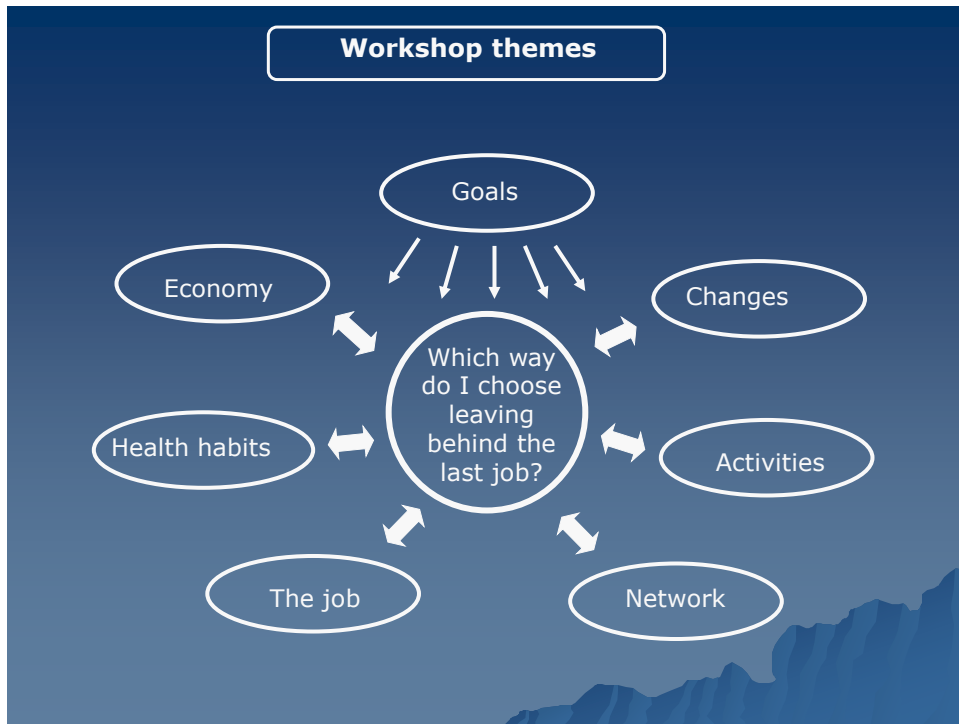
- Plenary – presentation, dialogue
- Groups – consultants for each other – exercises
- Alone – reflection – homework → discuss with partner
- Documentation – own notes – plans

Organization:

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

-and a good laugh

The secret ingredients:
Counseling – Dialogue - Reflexion



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?

Doors to open - on the way to a third career

Health habits

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**

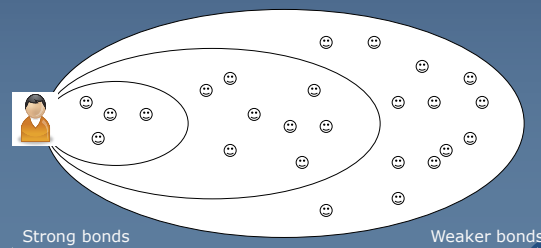
Which way do I choose - leaving behind the last job?

Doors to open - on the way to a third career

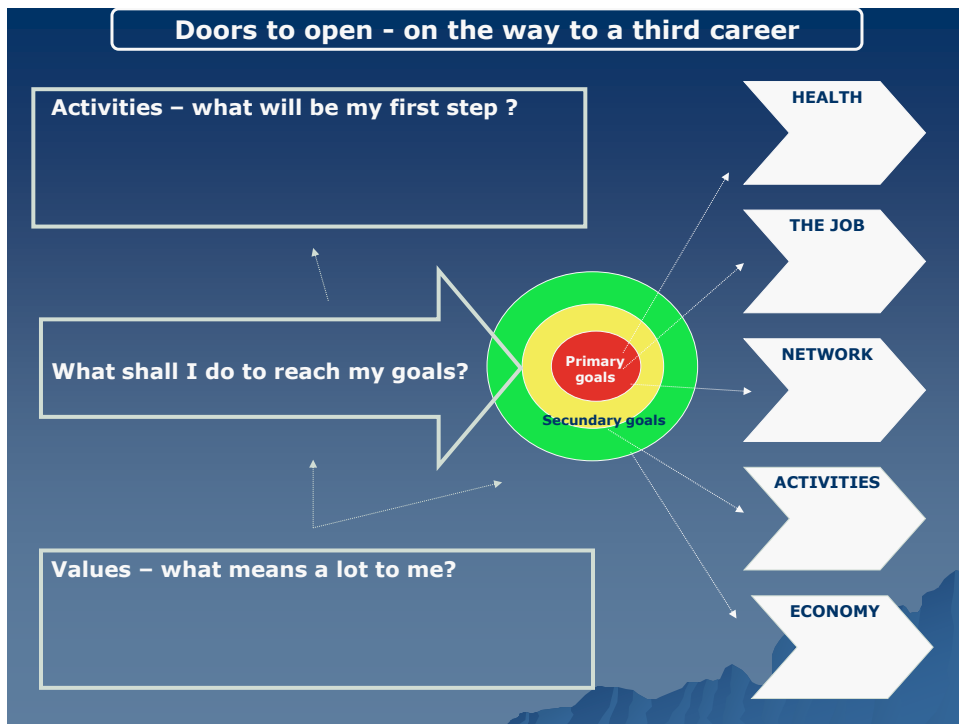
Network

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**



Which way do I choose - leaving behind the last job?



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

[2012]

Pre-retirement Counselling
A shortcut to Active Ageing

The final report from a Partnership under the EU LLP Grundtvig Programme

Aarhus
Berlin
Iraklion
Milan
Warsaw

Education and Culture DG
Lifelong Learning Programme

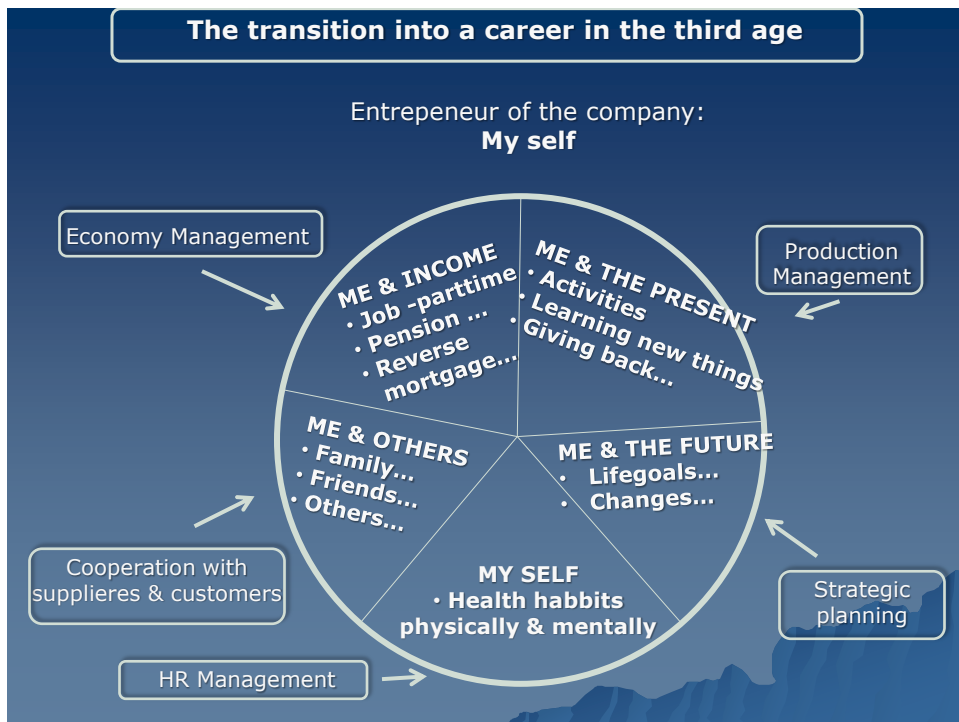
50 år - Den nye livsfase

0 år 100 år

Poul-Erik Tindbæk

en3karriere

Download ← www.en3karriere.dk



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