



IO2 Template

As inspiration to design the part of the self-assessment tool that is aimed at senior employees, I attach a pdf file with 6 slides with the considerations seniors may have in relation to:

- which strong social roles disappear and which new roles emerge
- who - in addition to myself - influences my decision to stop or not (2 slides)
- what do I get from freedom and more when I stop
- what do I lose of good life values when I am no longer at work
- what should I prepare for and investigate further in good time before I stop
- The new retirement workscape

Strong social roles are changing – in the life phase 55-75 år

Parent

Employee

Home

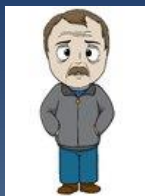
Granny

Lover

Partner

Leisure

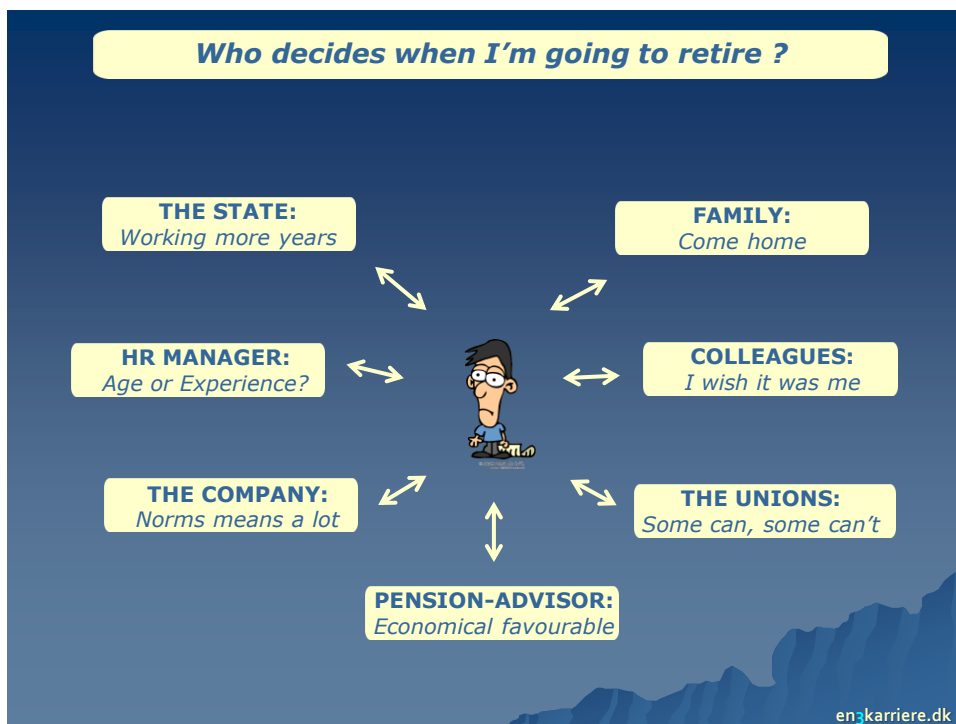
Volunteer



2021

Old age-related norms – under dissolution

1954, Robert Havighurst



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
- Relax.....

The challenge in the new life-phase

How to retrieve what you have LOST

And combine it with what you have GOT

Don't forget looking back

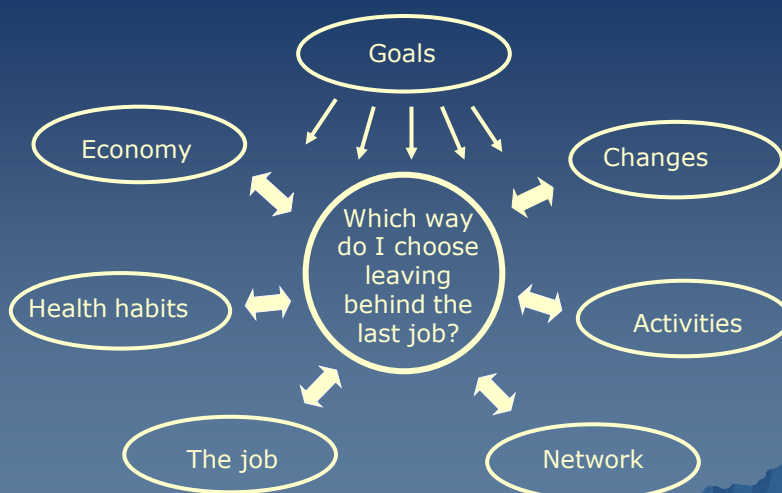
To be aware of what you 'lose'

Identity & engagement 40 years:

- Colleagues and important network
- Structure – daily - weekly
- Making a difference – challenges
- Meaning and goals
- Less money to live for

en3karriere.dk

Themes to prepare before retirement

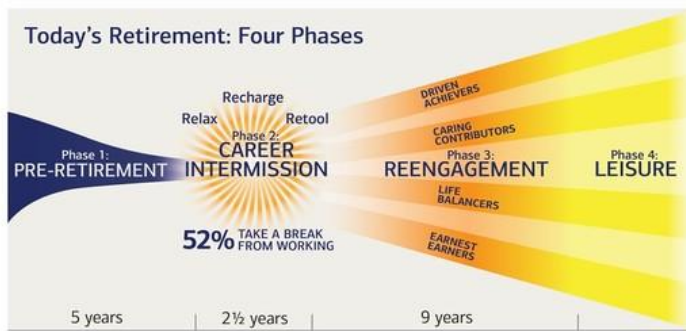


The New Retirement Workspace

Yesterday's Retirement: Two Phases



Today's Retirement: Four Phases



Merrill Lynch: Work in Retirement, 2014