Beyond the Numbers:
Considering the Non-Financial Aspects of Retirement Planning

Student Affairs Work/Life Balance
Retirement Readiness Workshop
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Goals for this Workshop

• to help Student Affairs staff (ages 50+) begin to think about and plan for the emotional and social aspects of retirement

• to help reduce “fear” of retirement

• to help create a SA Division culture where it is ok to talk about retirement as a positive aspect of one’s career journey
Content of Workshop

Specifically, we will:

- introduce the notion of retirement as transition (Schlossberg’s model)
- Provide activities to help you begin or refine your vision of retirement
- Offer time throughout the workshop for questions and sharing
- Provide resources for you to continue your journey
Why Think About Retirement Now?

Student Affairs Division Data
- 40% are age 50 or over
- Of those 50 or over
  - 64% are non-exempt staff
- Avg. of 18 people per year are retiring from the Division
  - 72% are non-exempt

Linda’s & Marcy’s journeys
When I think about retirement, I . . .
The Many Faces of “Retirement”

- Re-careering, encore career
- Part-time job
- Travel and Leisure
- Hobbies
- Volunteering
- Family & Friends

“A life reimagined . . . .”

http://lifereimagined.aarp.org/?intcmp=IMAX-SB-WORK-life-reimagined/
Questions to Ask Yourself

• Who am I? Who do I want to be (in retirement)?
• What gives meaning to my life? What are my core values?
• Do I still matter (am I valued) in my current job? How do I want to matter?
• Who will I socialize with? How might that change (or remain)?
• What will I do with my time?
• Do I have enough money to live on/do the things I want to do?
• Am I healthy and taking care of myself?
Schlossberg’s Transition Model

- Roles, relationships, routines, assumptions
- Four S’s
  - Self
  - Situation
  - Support
  - Strategies

Schlossberg’s Retirement Transition Model

<table>
<thead>
<tr>
<th>Phase of Retirement</th>
<th>Task for Retiree</th>
<th>Ways to Ease the Transition</th>
</tr>
</thead>
<tbody>
<tr>
<td>MOVING OUT</td>
<td>Let go of your work role</td>
<td>Name the process; grieve</td>
</tr>
<tr>
<td>MOVING THROUGH</td>
<td>Search for a new way to organize your life</td>
<td>Re-label; take time, suspend decision-making</td>
</tr>
<tr>
<td>MOVING IN</td>
<td>Creating your new path</td>
<td>Reinvest in new activities</td>
</tr>
</tbody>
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Emotional Stages of Retirement*

- Stage 1: Imagination
- Stage 2: Hesitation
- Stage 3: Anticipation
- Stage 4: Realization
- Stage 5: Re-orientation
- Stage 6: Reconciliation

*https://www.ameriprise.com/retire/planning-for-retirement/retirement-ideas/emotional-stages.asp
What are my core values?

• Values are the things that are most important to you in your life
• We don’t often think/talk about our values
• Values are the “silent partners” and the driving force in decisions we make
• Being conscious of our core values can provide focus, direction, and greater satisfaction

www.lifevaluesinventory.org
Visioning Your Future
Actions to Take for a Successful Transition

• Pursue meaningful work and/or volunteer opportunities
• Plan time for leisure activities & hobbies
• Become active in projects you couldn’t pursue while working
• Develop new or reinvigorate relationships & social ties/networks
• Learn new skills
• Engage in physical/spiritual activities for optimal health and well-being
Strategies for a Successful Transition

• Re-imagine yourself and your purpose in life
• Envision a future that aligns with your core values
• Talk with family, colleagues, and friends about your new ideas, plans and goals
• Implement lifestyle changes gradually
• Risk-taking is part of the process; don’t be afraid to try something new or take the first step
• Evaluate as you transition and make adjustments
You are never too old to set another goal or to dream a new dream.

C.S. Lewis