

What Next? From Retired to Redefined Jane Moffett





Jane Moffett: Introduction

- ❖ Executive coach with a special Interest in when the professional and personal intersect
- ❖ Regular attendee of meetings of the Women and Work All Party Parliamentary Group
- ❖ Writer of series 'Better Conversations' in *BACP Workplace* journal
- ❖ Author of 'What Next? The savvy woman's guide to redefining retirement'

How the book came about

- ✓ Realization that this is a unique time in history
- ✓ Read round the topic – my findings
- ✓ Primary research
- ✓ Stages of writing it





Key facts about retirement

- This transition can involve a sense of loss of: Identity, career, structure, social connections, friends, a sense of purpose, a sense of contributing to society in a meaningful way, a community of like-minded people
- There can be a 30% reduction in wellness at the time (and after) of stopping work
- If people leave work early due to health reasons or redundancy, they are more likely to suffer from boredom, depression and loneliness



4S Transition Model (designed by Nancy Schlossberg)



Situation: The trigger for change; is this within your control or not?

With stopping work, this is all to do with who makes the decision, why they do, and when it is made.

Self:

- Having a sense of meaning and purpose
- having a positive outlook
- focusing on the self, being resilient.

Support: Who you have around you who can offer support, on a personal and organisational level.

Strategies: Creating plans:

- Choosing to act or not to act
- Focusing on self-care
- Using coping mechanisms eg. Reframing
- Devising ways to deal with the stress
- Controlling meaning (being in charge of what the change means to you)
- Modifying the situation by changing things within your control



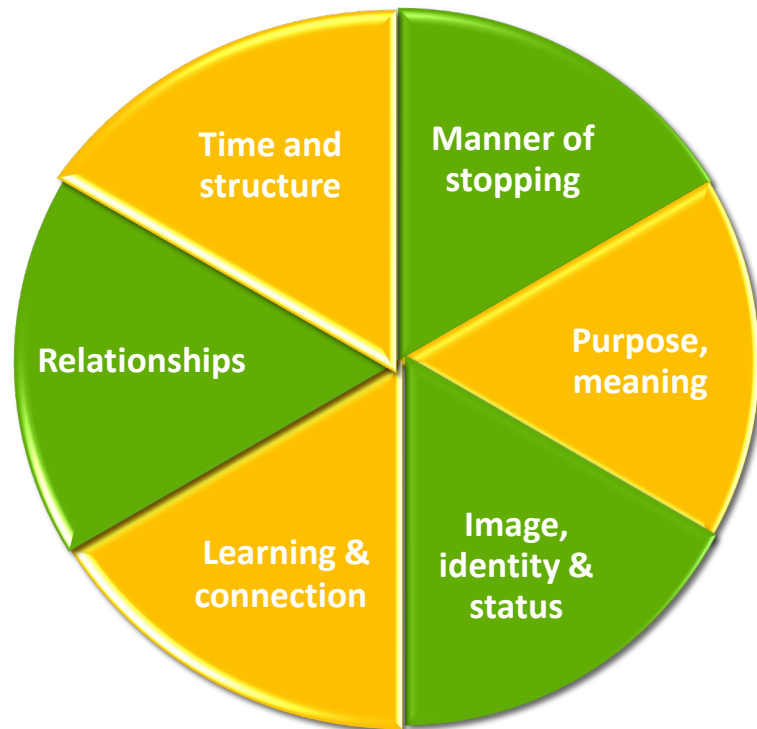
Poll: 4S model when stopping work

Which one of these 4 areas is/most influential for you:

- ❖ Situation
- ❖ Self
- ❖ Support
- ❖ Strategies



Stopping work: Key challenges



- Manner of stopping
- Time and structure
- Changes in relationships
- Learning, growth and connection
- Image, identity and status
- Purpose and meaning



Poll: Stopping work: Key challenges

If any of these have been a challenge for you, or you anticipate them being a challenge, which one is the most significant?

1) Manner of leaving

2) Time and structure

3) Changing relationships

4) Learning, growth and connection

5) Image, identity and status

6) Purpose and meaning

- Manner of stopping
- Time and structure
- Changes in relationships
- Learning, growth and connection
- Image, identity and status
- Purpose and meaning



Designing your unique map for your future

Redefining retirement online workbook available to download at:
<https://kangaroo coaching.net/from-retired-to-redefined>

- ❖ Thought-provoking questions for each of the 6 key challenges
- ❖ Key question/answer to transfer to your own 'map'
- ❖ Create the map at the end of the workbook by transferring these key answers



Top tips/takeaways/resources

- ❖ No one size fits all – experiment, and find what works for you
- ❖ Find your tribe – other people that you have things in common with, who are interested in the same things, who share the same passions
- ❖ Seek out other people going through this life stage at the same time, so that you can discuss the joys and the challenges together
- ❖ Further resources can be found at: <https://kangaroo coaching.net/from-retired-to-redefined>