

# Transitioning your Career and (Re)Defining Retirement for You



# What does retirement mean to you?

These days, there's plenty of choice in how we approach work later in life, or whether we continue working at all. It's worth taking time to reflect as our careers evolve and think ahead about what this next stage might look like.

Given that retirement can span a third of our lives, it makes sense to prepare well and enjoy it fully. Let's take a look at how we can make this phase something to look forward to.

What are your expectations of retirement?

What are you looking forward to in retirement?

What are you concerned about?

What are your partner's/family's concerns and expectations? Do they align with yours?

What are they looking forward to with your retirement?

You might have heard of growth and fixed mindsets. Having a fixed mindset means believing there is no good changes, and that things are likely to stay the same. On the other hand, a growth mindset sees change as a chance to learn. It helps you try new things and recover from setbacks.

Here are some examples of fixed and growth mindsets when considering retirement or taking a different path.

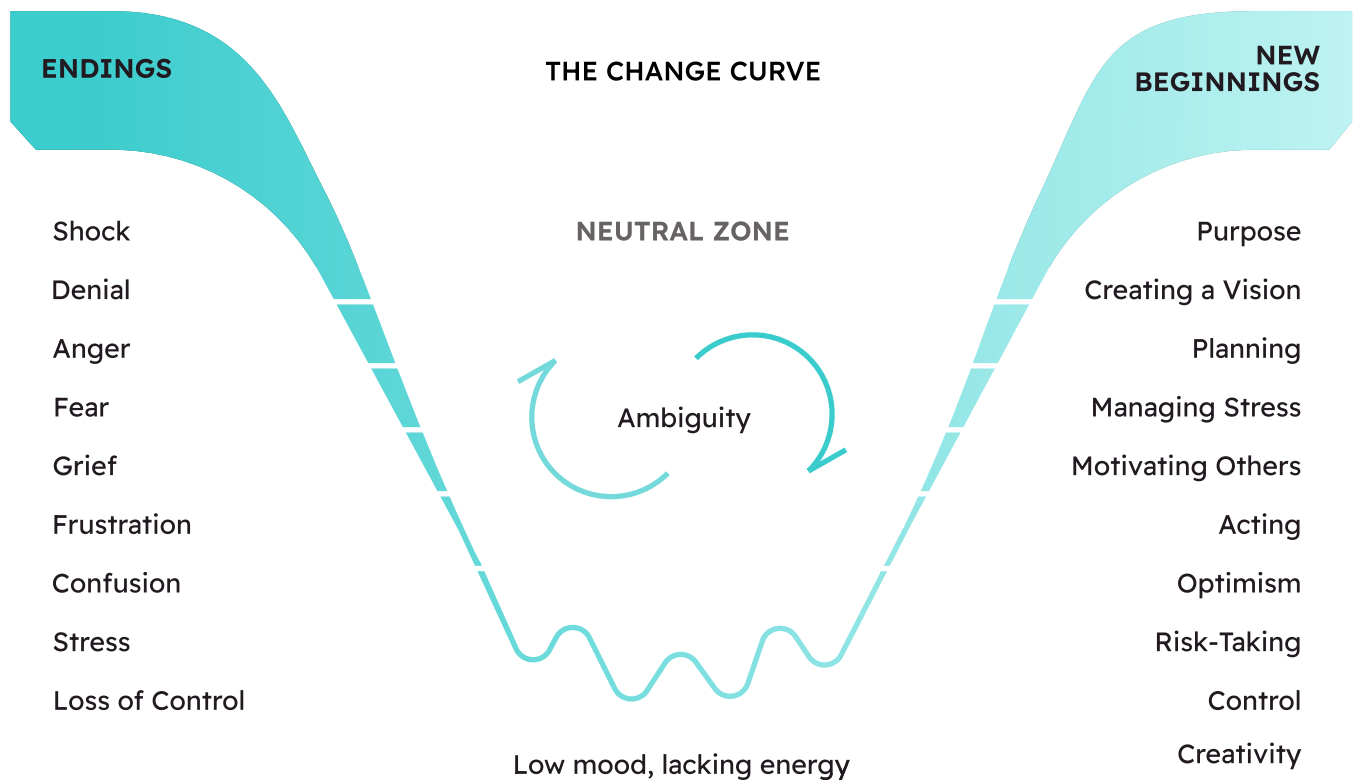
**FIXED MINDSET**

**GROWTH MINDSET**



# Managing change transition

Retirement is a major life change, and it's normal to feel differently as you adjust. Each person responds to it in their own way, so it can take time to find a new rhythm or routine.



Feeling uncertain is normal. Be patient with yourself: knowing exactly how you feel, reaching out for support and keeping up with healthy habits like movement, good food and sleep can help manage this transition.

Where are you on the change curve, and why? Describe how you feel using key words about your thoughts, feelings, emotions and behaviours.

What can help motivate or energise you when you're in a negative space about retirement?

# What motivates or energises you?

What are your top three motivators?

- Achieve Goals:** Successfully reaching specific objectives through intentional actions and focused determination, leading to a sense of fulfillment and accomplishment.
- Ambition:** A strong desire to achieve success, excel, and reach higher levels of accomplishment.
- Autonomy:** Having a sense of control and independence in one's work or endeavors.
- Challenges:** A willingness to take on difficult tasks and persevere to overcome obstacles to achieve success.
- Competition:** A desire to outperform others or prove oneself in a competitive environment. Strive for success.
- Creativity:** Having opportunities to be creative or inventive. Coming up with new ideas and approaching situations from a new perspective.
- Entrepreneurship:** Having the opportunity to build or create something new, setting up new activities, tasks, products or services. Being ok with taking risks to try something different.
- Financial incentives:** Monetary compensation or benefits in exchange for efforts, achievements, or contributions.
- Making a difference:** The drive to create a positive impact on others or the world.
- Motivating others:** Encouraging others and taking a positive role in influencing others to achieve.
- Impact:** Opportunities to influence others or situations and being perceived as a (formal or informal) leader.
- Personal growth & expertise:** A drive to continually improve and develop oneself in various aspects of life. Learning new skills.
- Purpose:** Having a sense of purpose and understanding the greater meaning behind one's actions.
- Recognition & Praise:** The desire for acknowledgement and positive feedback from others.
- Respect:** Being accepted by others and respected for one's contribution or expertise.
- Social relationships:** Having a strong network of supportive people and feeling a sense of belonging. Making friends.

# Planning your transition

Planning how you'll transition and your activities during retirement can help you find a starting point into retirement life.

Here are some questions to help you get your thinking started:

**What can I start doing now?**

**What can I do in the next 6 months?**

**What information do I need?**

**What would I like to explore and try out?**

**How do I handle change? What can help me push through the transition?**

# Your transitions checklist

AREA	ACTIVITY
Health and Wellbeing	<ul style="list-style-type: none"> <li><input type="checkbox"/> Consider what support options are available if needed</li> <li><input type="checkbox"/> Invest in mental and physical health planning and activities</li> <li><input type="checkbox"/> Who is in your support network?</li> </ul>
Finance	<ul style="list-style-type: none"> <li><input type="checkbox"/> Talk to a financial advisor or accountant if you need help</li> </ul>
Building social connection	<ul style="list-style-type: none"> <li><input type="checkbox"/> Join groups that will be there in the long term</li> <li><input type="checkbox"/> Make a list of friends to catch up with</li> <li><input type="checkbox"/> Other social support strategies/opportunities</li> </ul>
Motivation	<ul style="list-style-type: none"> <li><input type="checkbox"/> What do you enjoy doing?</li> <li><input type="checkbox"/> Consider what motivations were satisfied through work. How might you find that elsewhere?</li> </ul>
Self-Insight	<ul style="list-style-type: none"> <li><input type="checkbox"/> How have you managed transition and change in the past?</li> <li><input type="checkbox"/> What helps?</li> <li><input type="checkbox"/> What might be challenging and what strategies can you put in place to help?</li> <li><input type="checkbox"/> What is important to you? What purpose and meaning do you want to continue to have?</li> <li><input type="checkbox"/> What are you going to miss? How can you cope with it?</li> </ul>
Work or volunteer options	<ul style="list-style-type: none"> <li><input type="checkbox"/> Can I transition from my current role into a role that's part-time/reduced hours/less responsibilities?</li> <li><input type="checkbox"/> What are flexible options I could explore (like working for yourself)?</li> <li><input type="checkbox"/> Could I explore volunteering?</li> </ul>
Continuous learning	<ul style="list-style-type: none"> <li><input type="checkbox"/> Courses (online or otherwise)</li> <li><input type="checkbox"/> New skills, interests or hobbies</li> <li><input type="checkbox"/> Challenge yourself by trying new things</li> </ul>
Practical tasks	<ul style="list-style-type: none"> <li><input type="checkbox"/> Discount card applications</li> <li><input type="checkbox"/> Entitlements</li> </ul>

# Planning to enter casual work or volunteering?

If you're planning to find new work or volunteer roles, it's always a good idea to treat it like any job search. Consider your target roles, and update the following:



RESUME



SOCIAL MEDIA



YOUR ELEVATOR PITCH



LINKEDIN PROFILE

Most of all, you still need to update your resume. It's always worth tailoring your resume to suit the opportunity, and that includes casual or volunteer roles.

You may need to highlight different skills. It's natural to want to showcase your full career, but think about what the reader needs to see. For example, if you were a Finance Manager in charge of large team and budget but you're applying for a role in a charity shop, it makes more sense to highlight interpersonal and organisational skills rather than technical or leadership achievements.

You can still include your full work history so long as you prioritise the parts that are relevant. Also, consider sharing what you're looking for on your social media, and make sure what you post and follow reflects that interest. Be sure to include any past volunteer work too.

