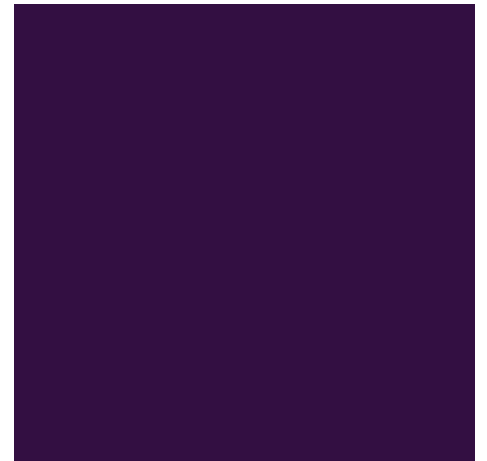




A Spectrum of Retirement Metaphors



Norman Amundson

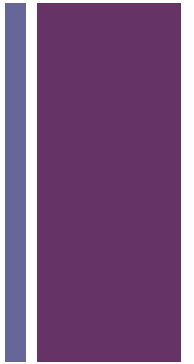
`neamundson@gmail.com`

+ Life Expectancy in Canada

- 1920-22 Males 59 years Females 61 years
- 2007-09 Males 79 years Females 83 years

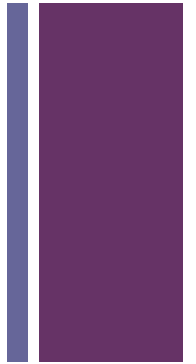
Note: In BC add one year

LIFE BONUS: 20 YEARS

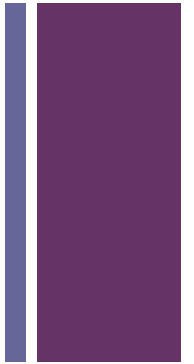


+ The Four Ages – W. Sadler

- Preparation
- Achievement
- Second Growth and Fulfillment
- Completion



+ The Third Age

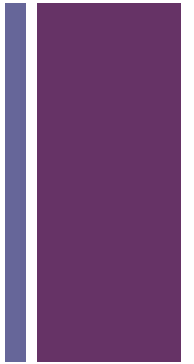


The Third Age is a time for something
other than retirement.

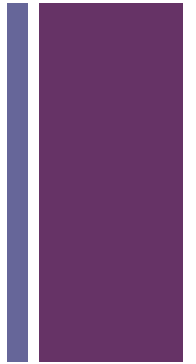
retirement: to withdraw (orig. French)

+ The Third Age (50's, 60's, 70's)

- 'Looking forward' rather than withdrawing
- Generativity
- Finding one's voice – Following passions and interests.
- making choices that aren't rooted in the expectations of others

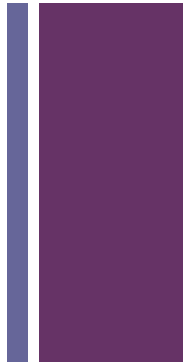


+ Third Age (Continued)



- a period of commencement
- growth and renewal
- creating a legacy
- vision driven

+ Metaphors



■ Second Age:

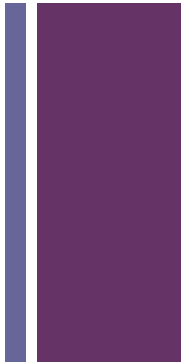
- linear;
- climbing the ladder;
- on track;
- moving up the ranks

■ Third Age:

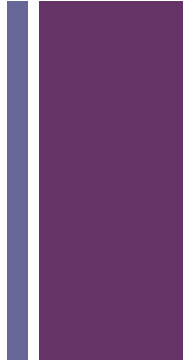
- hubs and spokes;
- web;
- starbursts;
- new identity: a “career ensemble”;
- second growth

+ Moving from “D” to “R” Words

- Decline, Degeneration, Disease, Despondency, Disability, Decrepitude
- Renewal, Reinvention, Rejuvenation, Redirection



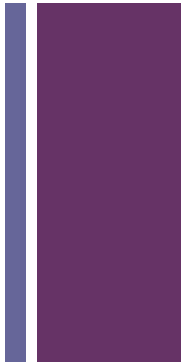
+ Third Age Options



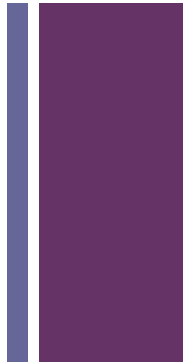
- Encore careers
- Entrepreneurship
- Survival Jobs
- Less demanding jobs
- Education
- Pursue special interests
- Leisure
- Travel
- Social Contribution
- Caregiver role

+ Barriers

- Age Discrimination
- Weak Economy
- Health (Self and Significant Others)



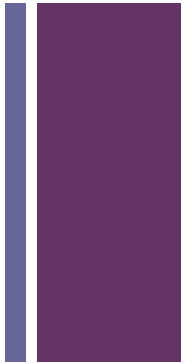
+ Principles of Growth for the Third Age



1. Mindful Reflection and Risk Taking
2. Realistic Optimism
3. Positive Third-Age Identity
4. Redefining and Balancing Work and Play
5. Greater Freedom / Greater Intimacy
6. Expanded Capacity to Care

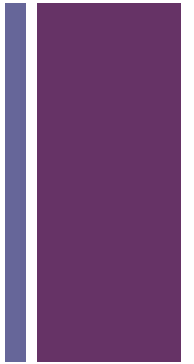
+ Principle 1: Mindful Reflection and Risk Taking

- Self evaluation
- Break from routine
- Imagine new possibilities
- Take charge
- Seek opportunities for active engagement and “flow”
- Move from “what if” to “why not”
- Commit to action



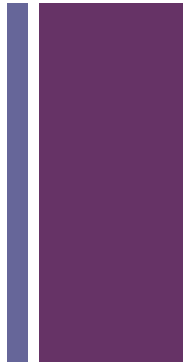
+ Principle 2: Developing Realistic Optimism

- Cultivate an informed optimism
- Hope affirms a vision of what can be
- “I can and I will”
- State what you want to have happen
- Ask for help and accept encouragement from others
- Planning and discipline as well as dreams
- Learn to laugh at yourself



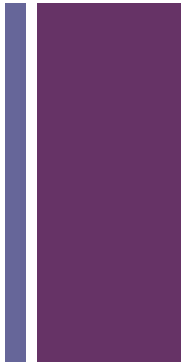
+ Principle 3: Create a Positive Third-Age Identity

- Listen to your inner voice and identify barriers to its expression
- Consider which roles / life patterns to be set aside
- Discard myths / age stereotypes
- Recover youthfulness
- Accept mortality alongside growth
- Reaffirm your gender identity
- Independence and connection
- Redefine success



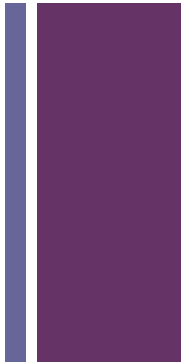
+ Principle 4: Redefine and Balance Work and Play

- Determine priorities and life passions
- Enlarge work to include volunteerism, learning, hobbies
- Risk doing something new
- Express talents, spirit, creativity and values
- Restructure work to express interests and values
- Balance work with playful activity



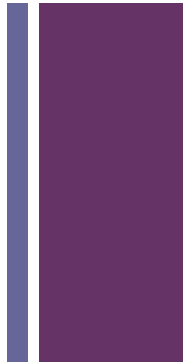
+ Principle 5: Personal Freedom and Intimacy

- More freedom and new patterns of intimacy
- Redefine relationships (intimate interdependence)
- Freedom from ... and freedom to...
- Greater emotional awareness
- More authentic relationships

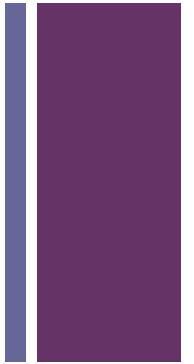


+ Principle 6: Building a Caring Life

- Balancing various forms of caring
 - Self care
 - for the body (exercise, health);
 - for others (family and friends);
 - for the earth (ecological spirituality)
 - More compassion, altruism and generosity.
 - Albert Einstein on spirituality: “we need to widen our circle of compassion to embrace all living creatures and the whole of nature in its beauty.”



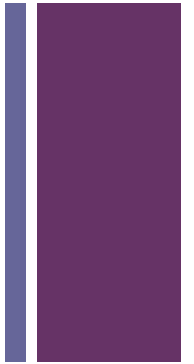
+ A Spectrum of Metaphors



- Stages
- Journey
- Calling
- Career / Life Flow
- Packing and Re-packing
- Designing
- Fitness
- Garden
- Outside the Box
- Community of Pioneers

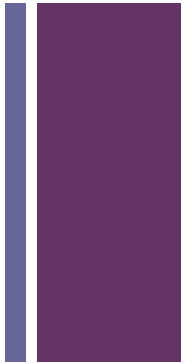
+ A Series of Life/Career Stages

- Moving beyond preparation and achievement
- A Third Stage focusing on new Growth and Completion
- A time for renewal, rebirth, regeneration, revitalization and rejuvenation
- Reaching out to teach, mentor and encourage others



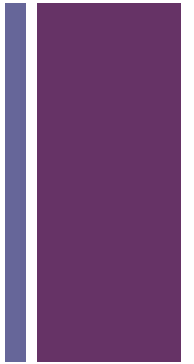
+ A Journey

- Winding river or pathway
- Ups and downs; obstacles
- Need to make adjustments along the way
- Determining a direction (spin off metaphors such as GPS, maps, compass)
- Pushing forward, taking advantage of a second wind



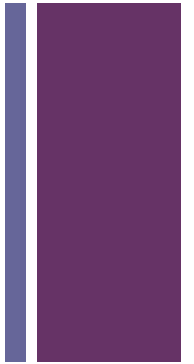
+ Calling

- The pull towards something larger than one's self, a call to action
- Consolidating meaning and purpose
- The sense of calling often has spiritual overtones
- The call may suggest a change in direction or an amplification of the need for action



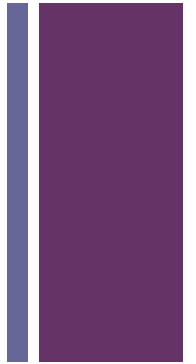
+ Life / Career Flow

- Full engagement in life and career
- Seeking and creating experiences where satisfaction and fulfillment are fully realized
- Understanding the forces that create positive movement and meaning in one's life



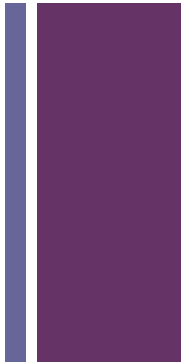
+ Packing and Re-packing

- Unloading career and life baggage (material goods, unproductive relationships, ideas which undermine views of the self, and so on)
- Reorganizing life and career to hold on to those elements that are most important
- Recognizing what is missing or could be added, continued learning



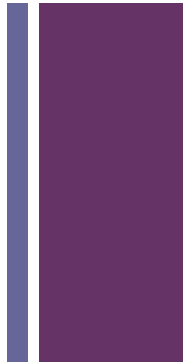
+ Creating a Community of Pioneers

- Exploring new frontiers
- Intentionally forming new relationships
- Ongoing sharing of information and new perspectives
- Learning from one another



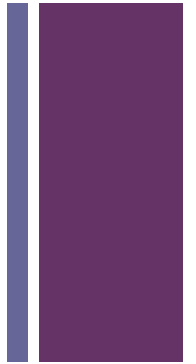
+ Life / Career Designing

- Engaging with life and career
- Actively constructing new experiences and goals
- Focusing on flexibility and creativity
- Taking into account the length of life, the breadth of life and the depth of life



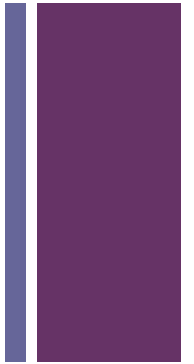
+ Fitness

- Focusing on mental, physical and even financial fitness
- Continuing to learn
- Becoming more mindful of our bodies and our life experiences
- Regular exercise



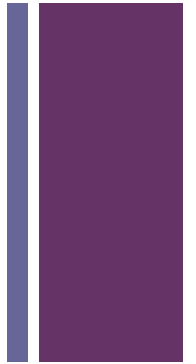
+ Garden

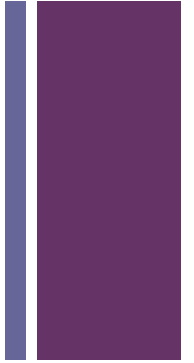
- Reaping the harvest
- Preparing for the next planting
- Continuing to care for the garden (replenishing the soil, providing protection)



+ Outside the Box

- Gaining new perspectives
- Increasing flexibility and creativity
- A time for trying something new
- Willingness to accept uncertainty and paradox

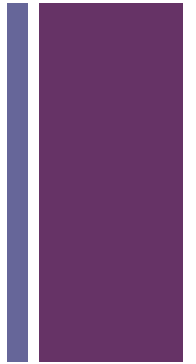




*“Most people never run far enough
on their first wind
to find out they’ve got a second.
Give your dreams all you’ve got
and you’ll be amazed at the energy
that comes out of you.”*

William James (1842-1910)

+ The Conversation Continues



■ Contact

■ neamundson@gmail.com

■ www.normanamundson.com