

Retirement:

It's a Lot More than the Money

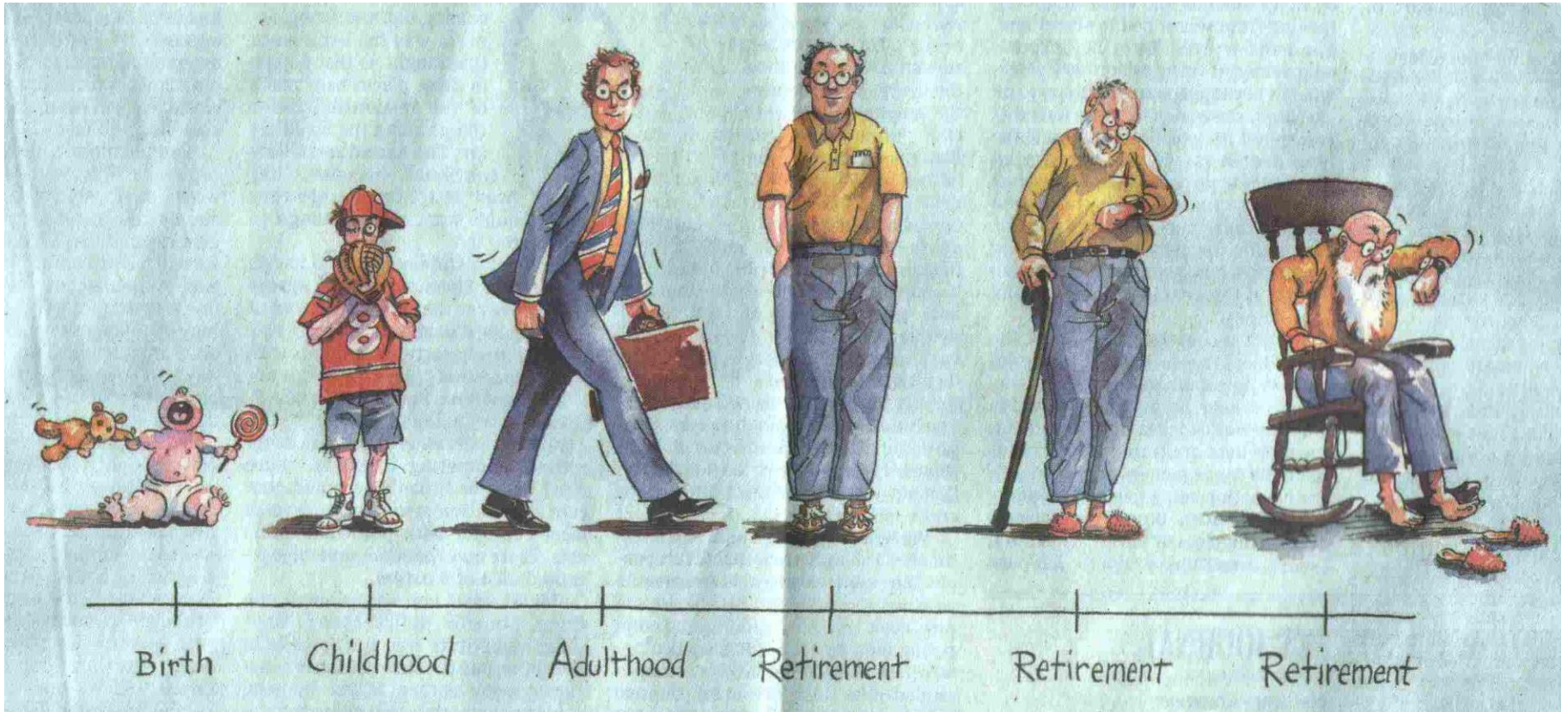
Experience *Matters*

- ◆ **Understanding the context of your retirement**
- ◆ **Learning what motivates you to perform at your best**
- ◆ **Discovering the elements of an ideal job**

Four Key Findings

- ◆ **You may want to keep working**
- ◆ **You are going to be in demand**
- ◆ **You can identify your ideal job**
- ◆ **You can locate your ideal job**

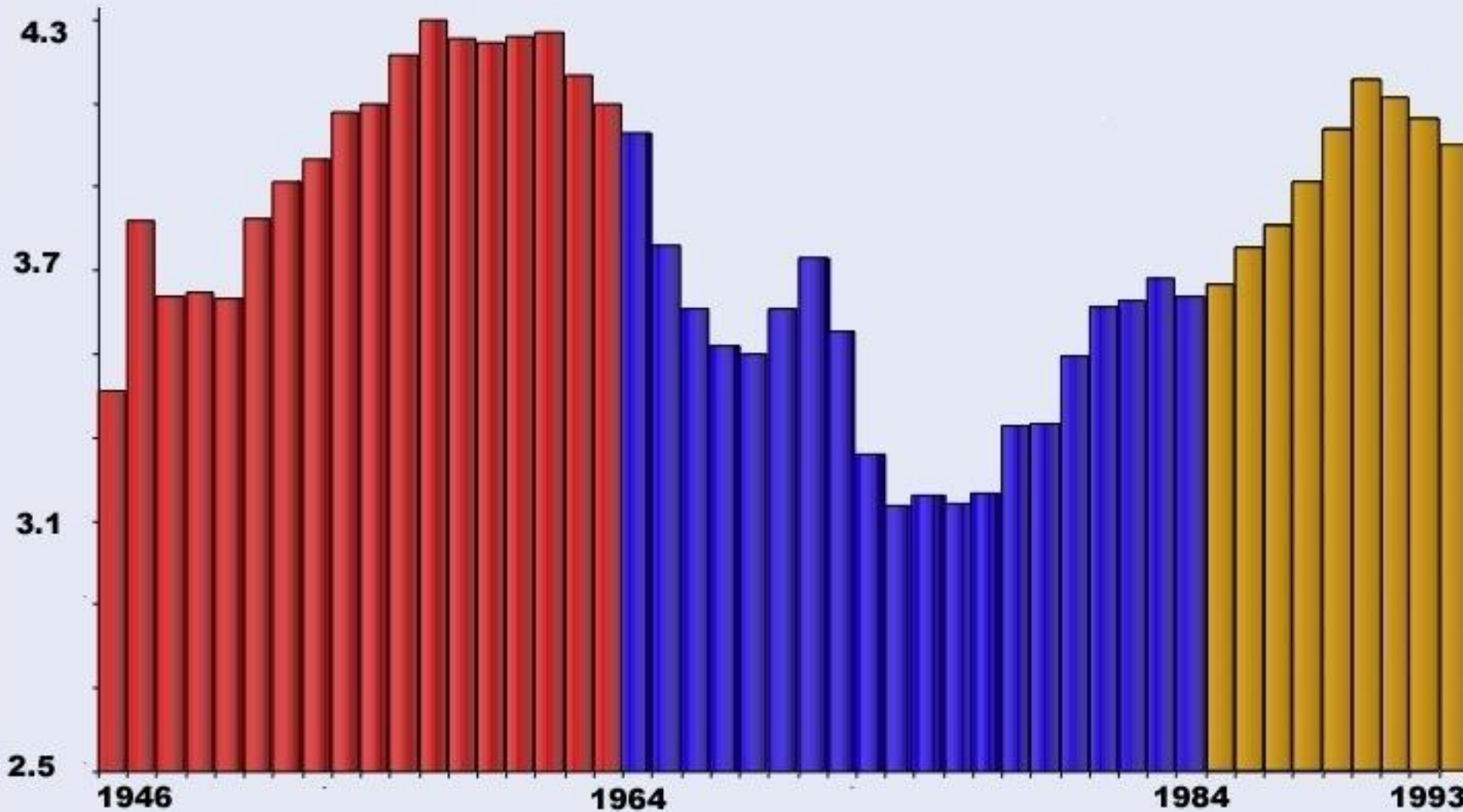
It's Not Your Father's Life Cycle Anymore



Source: Allstate Ad

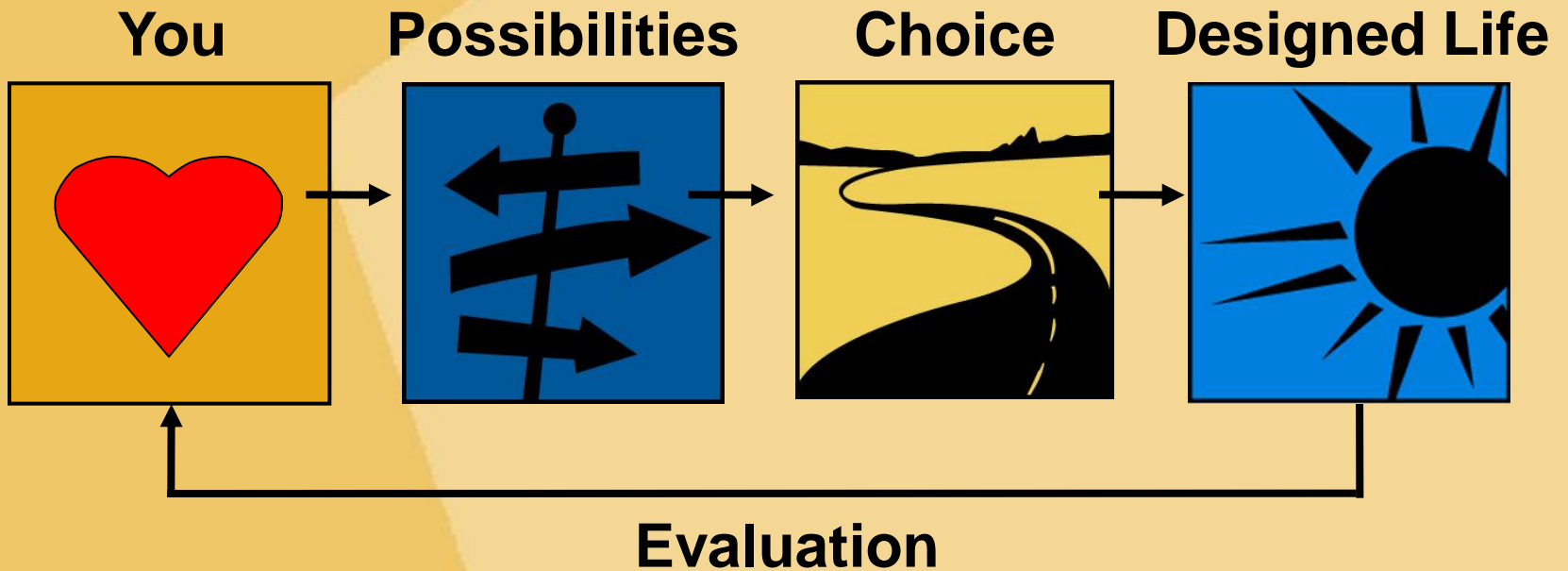
Composition of the Workforce

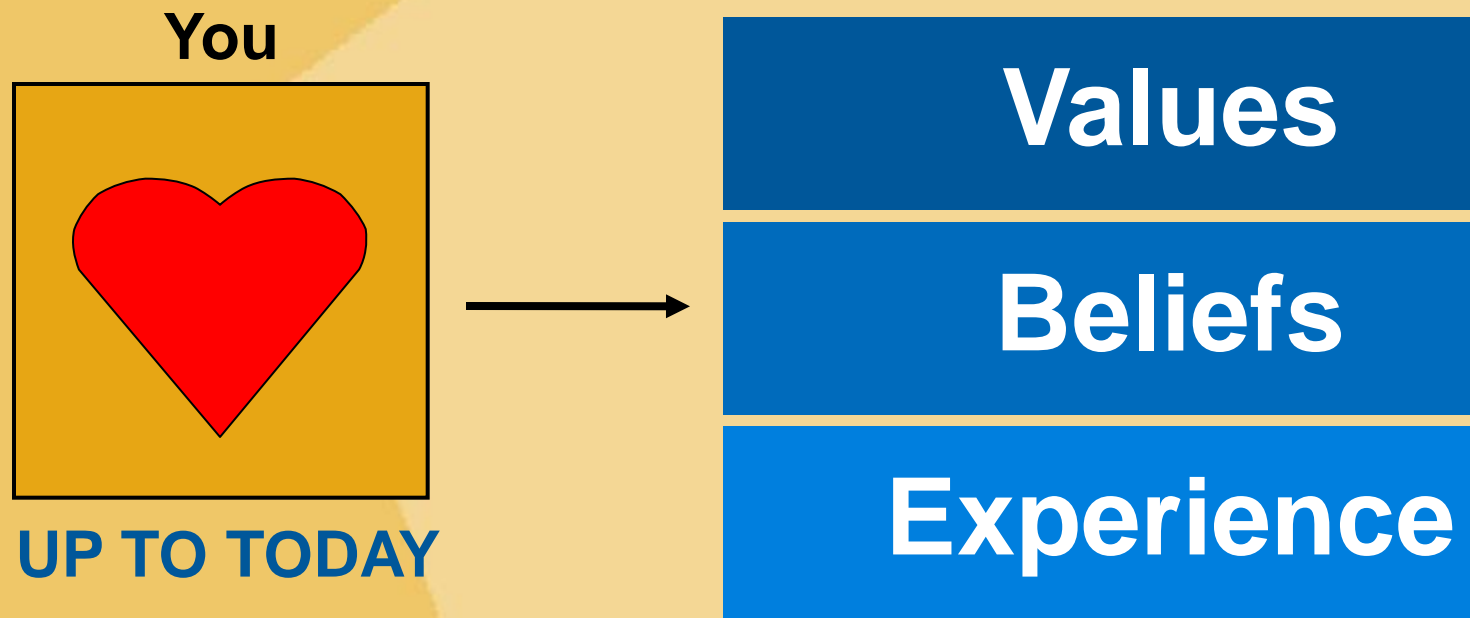
Births in Millions



- “I am ready move to something new but I have not zeroed in on what I want to do next”.**
- “I’m apprehensive that my work experience is not valuable in another other setting”.**
- “ I’m anxious some folks might think I am not flexible enough to adapt to a new setting”.**

Working Life Model





- ◆ **Your Personal Motivators**
- ◆ **Your Last Job**
- ◆ **Your Ideal Job**
- ◆ **Accomplishments/Challenges**
- ◆ **My Life Priorities**

Some Personal Motivators

Being a Source of Knowledge & Expertise	Being Intellectually Stimulated	Being a Leader
Being Part of a Group/Camaraderie	Competing to Win/Excel	Developing New Processes/Systems
Exercising Authority/Power	Feeling Self Worth	Learning Continuously
Making a Difference	Mentoring	Pioneering the New or Unusual
Receiving Recognition	Solving Problems	Being in the Center of the Action
Accomplishing Goals/Results	Pursuing Global Opportunities	Plus 16 others....

Manager

Competing to Excel		
Solving Problems		
Exercising Authority/Power		
Making a Difference		
Receiving Recognition		
Being a Leader		

Senior Staff/Analyst

	Being Intellectually Stimulated	
	Solving Problems	
	Being in the Center of the Action	
	Making a Difference	
	Pioneering the New or Unusual	
	Collaborating with Others	

Office Director

		Being Intellectually Stimulated
		Being a Leader
		Learning Continuously
		Making a Difference
		Solving Problems

Three Different Public Servants

Manager	Senior Staff/ Analyst	Office Director
Competing to Excel	Being Intellectually Stimulated	Being Intellectually stimulated
Solving Problems	Solving Problems	Being a Leader
Exercising Authority/Power	Being in the Center of the Action	Learning Continuously
Making a Difference	Making a Difference	Making a Difference
Receiving Recognition	Pioneering the New or Unusual	Solving Problems
Being a Leader	Collaborating with Others	Exercising Authority/Power

- ◆ **Pick your top 2 Motivators and put them in priority order.**
- ◆ **Think of a time you used your #1 motivator**
- ◆ **Share your #1 motivator and the story with your partner**

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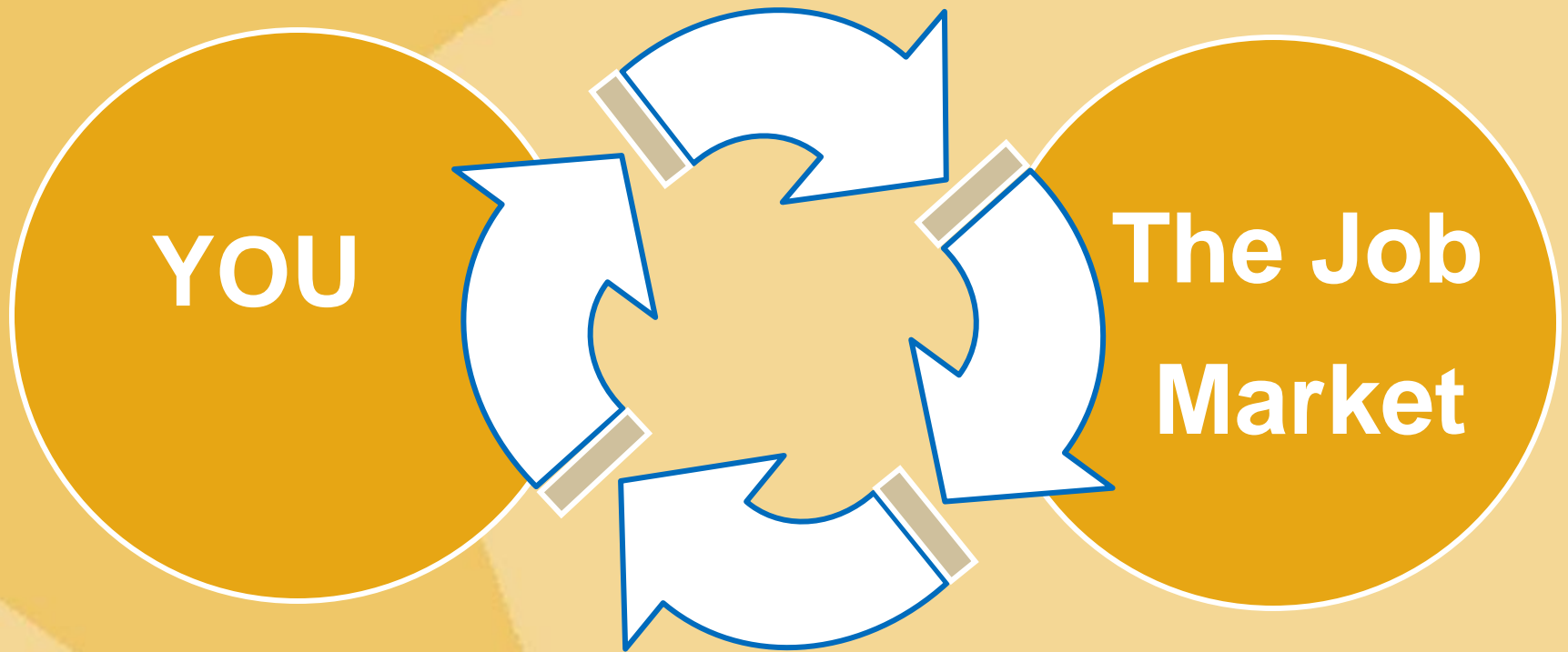
- ◆ **What did you like and what didn't you like?**
- ◆ **Fill out the form – 10 minutes**
- ◆ **Share your top 2 most liked and top 2 didn't like with your partner**

- ◆ **Subject Matter**
- ◆ **Organization – Scope, Location, Size**
- ◆ **Your Role**
- ◆ **Your Day to Day Duties**
- ◆ **Work Style – 24/7, 50 hrs, Part-Time**
- ◆ **Compensation and Benefits**
- ◆ **Your Ideal Supervisor**

- ◆ **Pick the top 2 job characteristics that are the most important to you now.**
- ◆ **Describe them to yourself in the most ideal terms and write them on the worksheet.**
- ◆ **Turn to the person sitting next to you and describe your two most important job characteristics and what insight you just gained.**

- ◆ **Subject Matter**
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Your Value Proposition



- ◆ **Accomplishments**
- ◆ **Your Elevator Speech**
- ◆ **Leveraging Your Network**
- ◆ **Effective Informational Interviewing**

- ◆ **Accomplishments**

- ✓ **When**

- ✓ **The Situation**

- ✓ **What You Did**

- ✓ **The Result**

- ◆ **What is your top accomplishment?
Write it down.**

Your Elevator Speech

- ◆ ***Succinct*** – a sentence or two max
- ◆ Describes what you're ***looking for*** and your ***value***
- ◆ Stimulates a ***conversation***
- ◆ Invites your audience to share their ***insights*** about career mobility
- ◆ Invites your audience to share their ***network***

Elevator Speech Examples

- ◆ **I help senior executives and professionals discover the work that they love. I have helped over 400 executives in the last two years.**
- ◆ **I want to use my government experience to make a difference in the finance office of a Fortune 100 company.**
- ◆ **I want to use my legislative experience at Treasury to work on a committee staff on the Hill**

Informational Interviewing

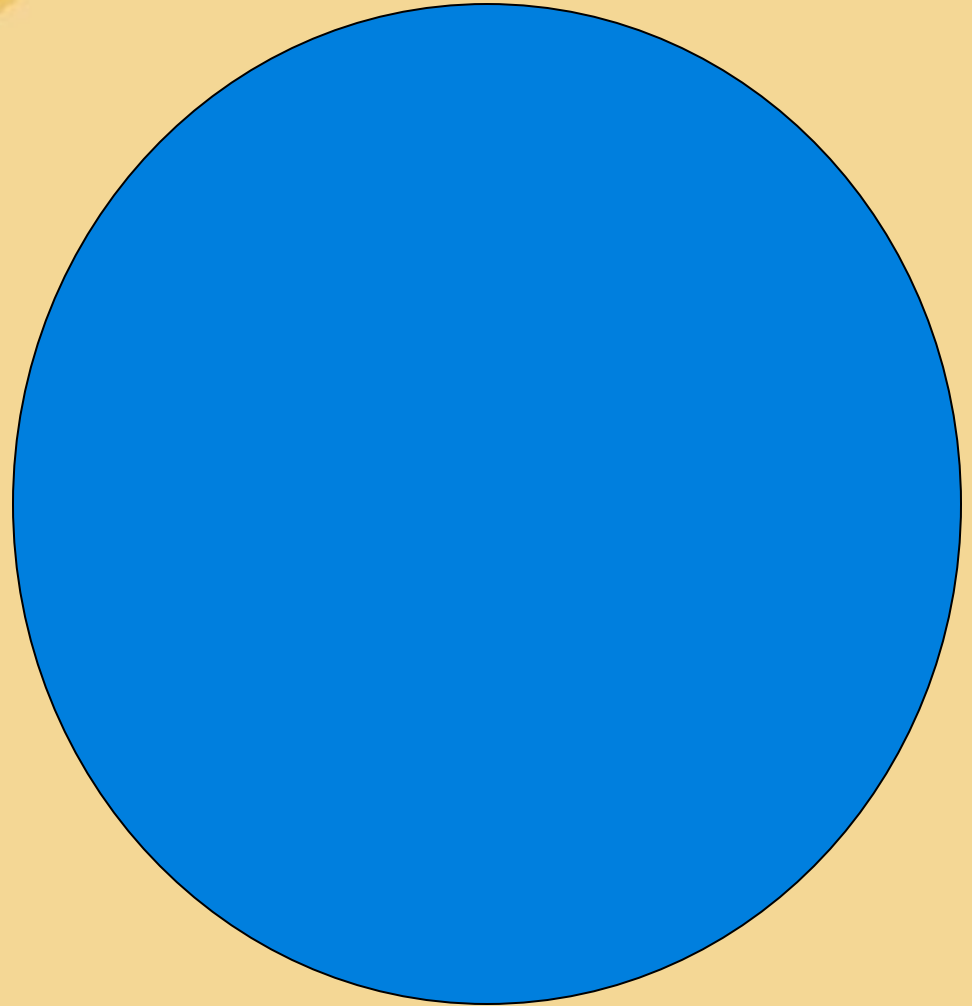
**To answer all of your
important questions**

**To gain the endorsement
of the interviewer**

**To get three names of
“respected referrals”**

My Life Priorities

- ◆ Work
- ◆ Family
- ◆ Relationships/Friends
- ◆ Health & Fitness
- ◆ Spiritual
- ◆ Learning & Development
- ◆ Leisure, Travel, Play
- ◆ Contribution/Community
- ◆ Routine Maintenance



Finding Work That You Love



Great, Good Luck!

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