Managing the Work of Transition from Work to Retirement

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Presented at the Annual Assembly of the UIC SUAA, June 29, 2022

My goals here:

- **Share initial research findings regarding the process of the retirement transition**

- **Provide an opportunity for you to reflect on and discuss your own retirement transition**

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Life Structure

The underlying pattern or design of a person's life at any given time, including:

- The contexts that make up the **sociocultural world** of the individual (e.g., roles);

- **Aspects of the self** that are lived out or inhibited or neglected within these (e.g., identities) contexts; and

- The nature of the **individual's participation** in these life contexts (e.g., how engaged?)

(From Seasons of a Man's Life, Levinson et al p. 42-43)

The "Life Map" as a Research Tool

Use of a "life map" as research tool to talk with person about his/her life structure

Please draw a picture or "map" of your life to describe how you see it right now. In this map show what are the most important parts of your life right now – for example:
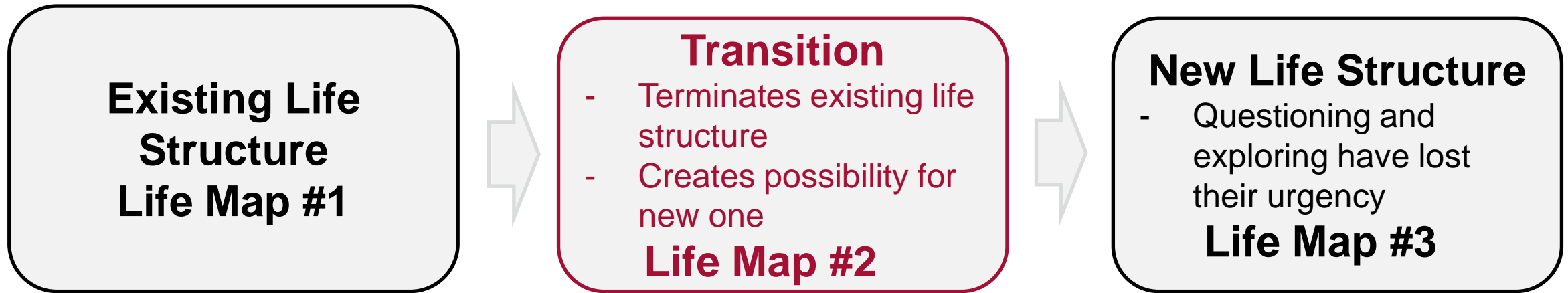
- ❑Activities that are important to you
- ❑Significant relationships
- ❑Membership in groups and organizations
- ❑Physical settings
- ❑Other important contexts or roles

When drawing the map, think about:

- ❑How do these parts of your life relate to one another?
- ❑Are some bigger (more important) or smaller (less important) than others?
- ❑Are some parts overlapping or connected? Do some conflict? Are some very separate from each other?

Adult Development = Transitions

Existing Life Structure

Life Map #1

Transition
- Terminates existing life structure
- Creates possibility for new one

Life Map #2

New Life Structure
- Questioning and exploring have lost their urgency

Life Map #3

Being a tenant   *Becoming an architect*

Four Tasks of the Retirement Transition
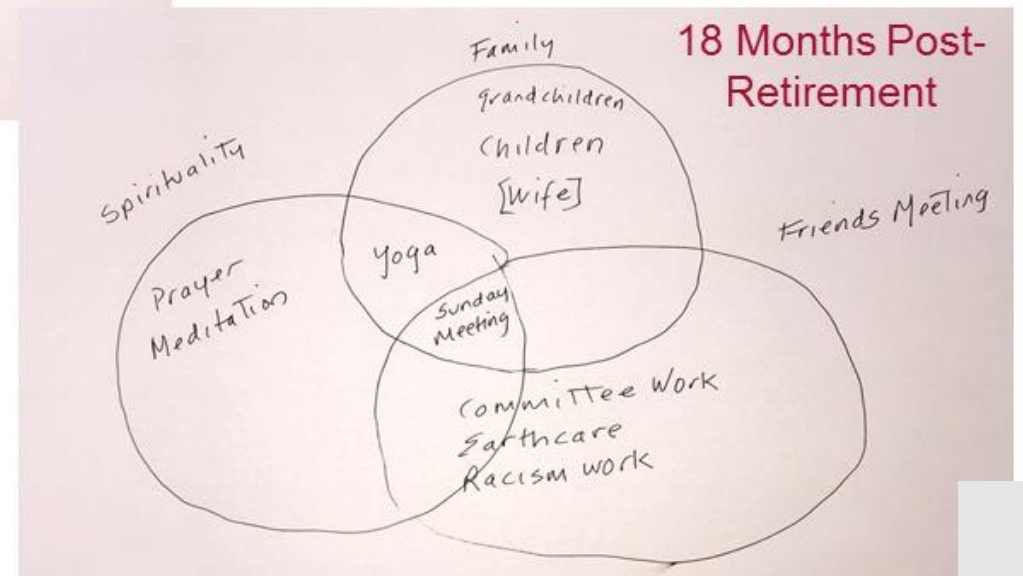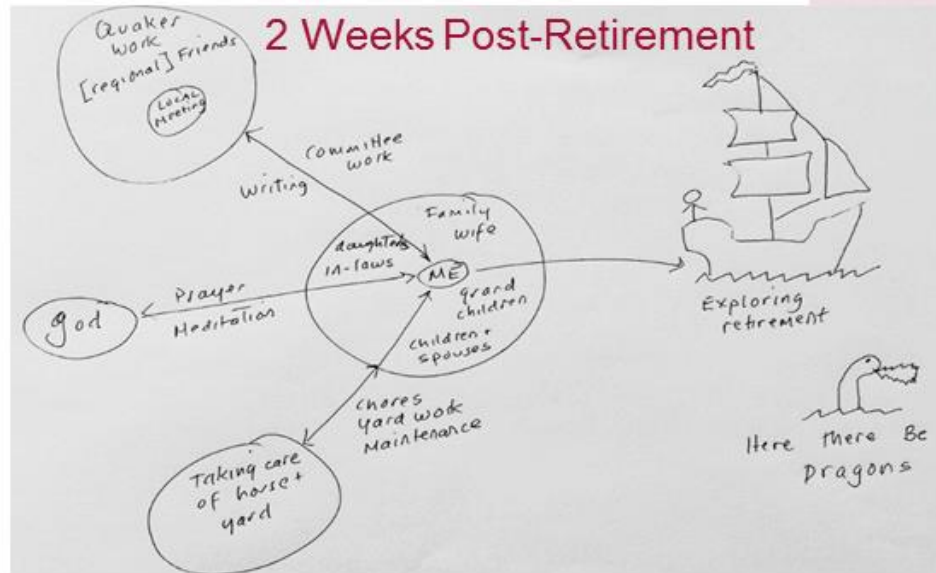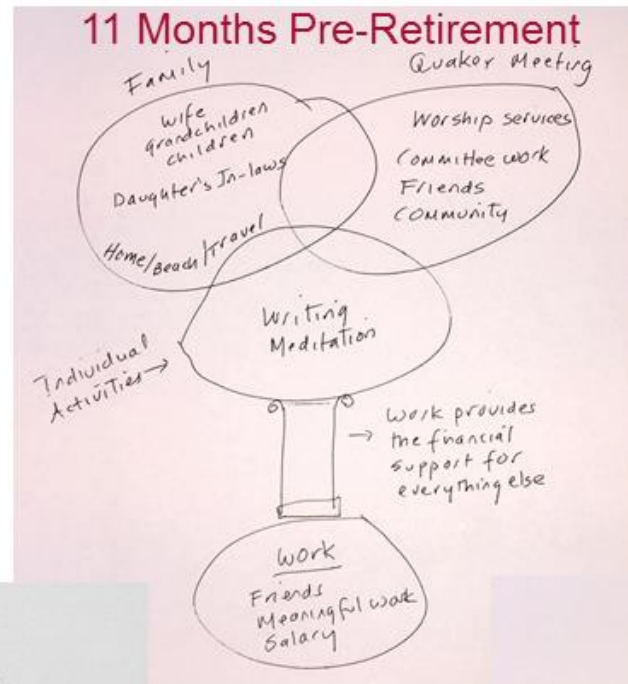
1. Deciding to Retire

2. Detaching from Work

3. Architecting a provisional life structure

4. Consolidating the new life structure

Harvey's Life Maps

Poll Question

Which task are you most concerned with right now or have you been most concerned with in the past?

- Task 1. Making the decision to retire

- Task 2. Detaching from the work setting

- Task 3. Building a provisional retirement life structure

- Task 4. Consolidating the retirement life structure

- Other (Describe in Chat, if you would like)

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Brief discussion of Poll results

(including Chat entries)

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Individual Reflection Time:

- Consider what is/was an important <u>challenge of retirement</u>? And <u>what sustains you</u> in addressing it?

- Write down the challenge and the sustaining factor (3-4 minutes)

Pause for Reflection

Q & A and Discussion

Final thought:
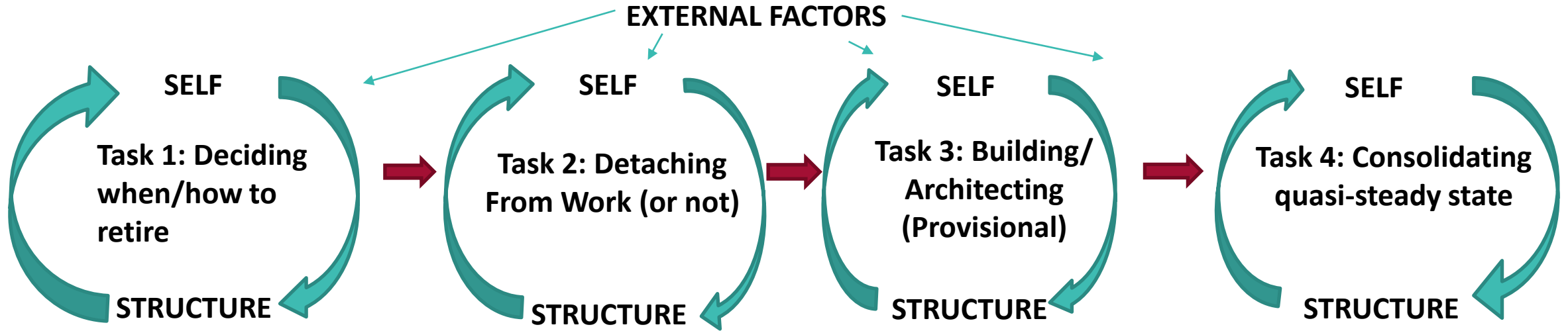# An "engaging occupation"

Being meaningfully occupied with one's world means having the following kinds of experiences:

- **Infused with positive meaning**

- **Intensity**

- **A coherent set of activities**

- **Goes beyond personal pleasure (involves commitment and responsibility)**

- **Connection to occupational community, who share one's interests**

- **Has features of work, without the pay (being "financially retired")**

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Thank you!

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Supplemental Slides

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EXTERNAL FACTORS

SELF

Task 1: Deciding when/how to retire

STRUCTURE

SELF

Task 2: Detaching From Work (or not)

STRUCTURE

SELF

Task 3: Building/ Architecting (Provisional)

STRUCTURE

SELF

Task 4: Consolidating quasi-steady state

STRUCTURE

Legend:

Self: Identities (personal, relational, and social/group) are reference points for the self, and guide interaction with the environment. Meaning and purpose are embedded in expressions of self in the world

Life Structure: Includes a person's salient relationships, activities, physical settings, groups, and organizations – and how these contexts relate to one another.

Developmental Tasks and Phases: There are four major developmental tasks and phases that individuals address in order to create a viable and suitable life structure in retirement.

External Factors: External events that affect the life structure, the self, and interaction between the two. These include: political, social and economic trends, natural disasters, major life events (e.g. birth, death, illness) outside of the self's control.

The transition into retirement: A process model

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