



## EAP+Work/Life Program Features

-  24/7, unlimited telephone access
-  In-person assessments
-  Unlimited HR and management consultations
-  Employee wellness and prevention seminars
-  Critical incident debriefings

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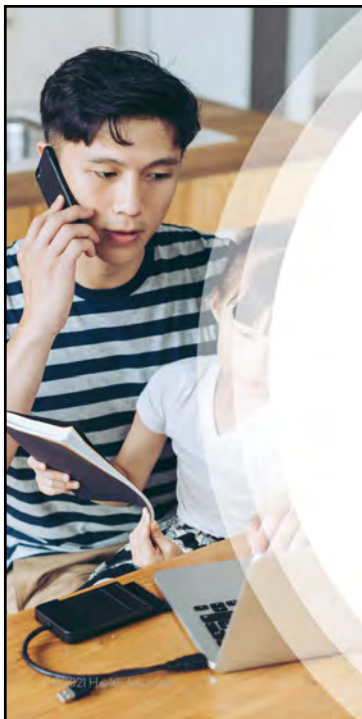


## Work/Life Support

Work/Life Specialists find support services and local resources to help with:

- Eldercare, childcare
- Time management
- Legal concerns
- Financial issues

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## Employee Assistance Program (EAP)

Short-term problem resolution with Licensed Professional Counselors for help addressing a wide range of issues:

- ✓ Stress; depression; anxiety
- ✓ Marital problems; family/parenting issues
- ✓ Work conflicts
- ✓ Anger, grief and loss; substance abuse

Provides referrals for more long-term support

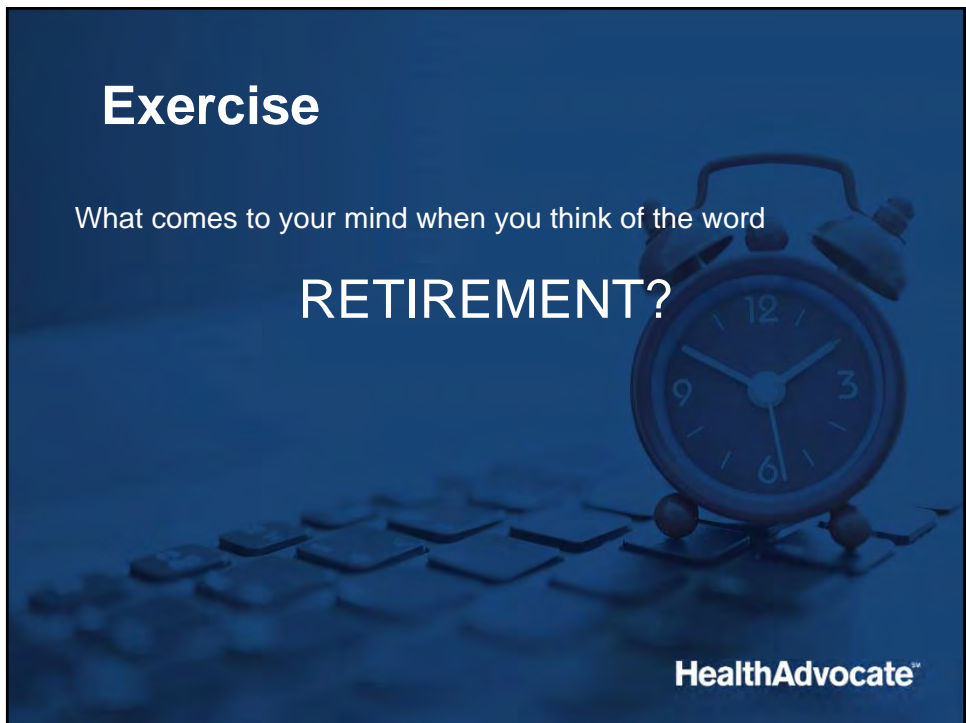
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## Goal

- Understanding the various Phases of Retirement
- Awareness of the Emotional Stages of Retirement and effective strategies for coping
- Building A New Identity
- Understanding changing relationships with partners, family and friends

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## Exercise

What comes to your mind when you think of the word

# RETIREMENT?

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## Phases Of Retirement

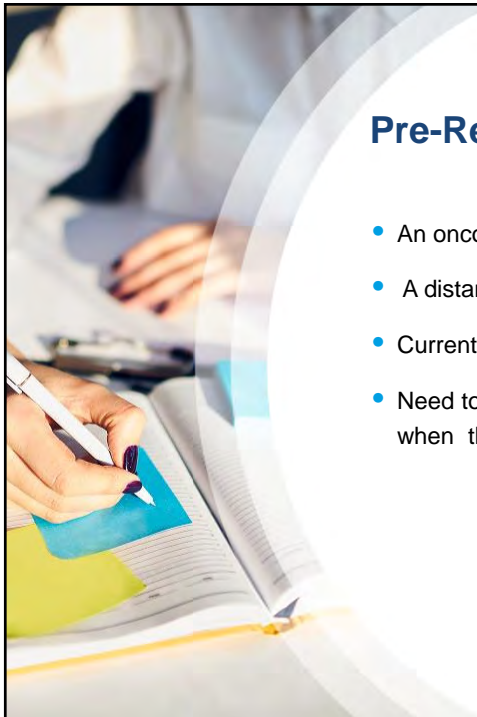
- Pre-retirement – Planning Time
- The Big Day – Smiles, Handshakes, Farewell
- Honeymoon Phase – I'm Free!
- Disenchantment – So this is it?
- Reorientation – Building A New Story
- Routine – Moving On




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## Pre-Retirement – Planning Time

- An oncoming burden
- A distant paradise
- Current demands make it hard to plan
- Need to take action or they will be unprepared when the time comes



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## The Big Day

- Smiles
- Handshakes
- Farewells

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## Honey Moon Phase – I'm Free

- Retirement celebrations are over
- Getting to do all the things you have not had time for
- This phase has no set time frame
- Time frame will vary, dependent on how much previous planning

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## Disenchantment – So This Is It

- May feel let down
- May feel lonely and bored
- May feel useless and disillusioned

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## Reorientation – Building A New Story

- Involves self examination
- Who am I now?
- What is my purpose?
- Am I still useful?


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**Routine – Moving On**

- New ground rules
- New identity
- The new becomes familiar
- New sense of purpose

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**Emotional Stages Of Retirement**

- Imagination (6-15 years before retirement)
- Hesitation (Up to 3-5 years before retirement)
- Anticipation (0-2 years before retirement)
- Realization (Retirement Day and the year following)
- Reorientation (2-15 years after retirement)
- Reconciliation (16 or more years after retirement)

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## Emotional Stage: Imagination (6-15 years before Retirement)

- Begin imagining retirement but not a top priority
- Begin to save money but often are not informed
- Feelings of anxiety, unsure and unprepared for future

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## Emotional Stage: Hesitation (3-5 years before Retirement)

- Economic anxiety
- Begin to visualize retirement....question preparedness
- Start to re-evaluate choices
- May start to ask for advice

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## Emotional Stage: Anticipation (0-2 years before Retirement)

- Excitement is building
- Feel on track
- Most are working with a financial advisor
- Can lead to anxiety

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## Emotional Stages: Realization (Retirement Day and the year following)

- Used to be called Liberation
- The recession has muted the euphoria of retirement
- Feel less empowered and adventurous
- Worry about having enough money to enjoy retirement

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## Emotional Stages: Reorientation (2-15 years after Retirement)

- Comforting routines are in place
- Goals have been adjusted
- Happiness increases
- Those who are more prepared....are more confident

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## Emotional Stages: Reconciliation (16 or more years after Retirement)

- May be more concerned about physical needs
- Continue to stay happy if socially connected
- Need to maintain a feeling of purpose

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## Building A New Identity: Who Am I Now?

- Developing A New Identify
- Social Support
- New Hobbies
- Volunteer Work

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## Developing A New Identity

- Need to find purpose through
- Personal interests
- Human relationships
- Creative mental activities

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**Parenting Retirement Style**

May need to replace family activities with friend activities

May need to set boundaries for adult children  
I am not the babysitter  
I am not a private assistant

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**Social Support**

- Reduces risk for cardiovascular disease, high blood pressure, cancer, osteoporosis, and rheumatoid arthritis
- Reduced risk of loneliness and depression

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## New Hobbies

- Retirement hobbies improve contentment
- Should be fun and relaxing
- Should manage stress....not cause stress
- Clubs and Classes

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## Volunteer Work

Department of Aging/Division of Aging  
Americorp  
Long term Care Ombudsman Program  
RELIEF  
Senior Companion Program  
Volunteer Match  
U.S. National Park Service Volunteer

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## Your Changing Relationships

- Lifestyle Retirement Style
- Parenting Retirement Style
- Friendship Retirement Style

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## Lifestyle Retirement Style

Couples may need to change patterns and to re-organize family duties. They may also miss privacy.

Single people may feel the emotional strain of having to manage finances on their own and may feel lonely.

Get an emotional check-up!!!

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A photograph of two men sitting at a table, playing a board game. The man on the left is older with grey hair, and the man on the right is younger with dark hair. They are both looking down at the game pieces on the board. The image is partially covered by a white circular graphic on the right side.

**Friendship Retirement Style**

Friends increase feelings of independence and worthiness

People in retirement need others to talk to that can share their feelings

Maintaining friends in middle age is crucial to maintaining friends after retirement

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A photograph of a young man with dark hair and a beard, smiling broadly. He is wearing a blue and black athletic shirt and white headphones. The image is partially covered by a white circular graphic on the right side.

**Exercise**

**Retirement Dream**

How will you spend your time?

Who will you spend it with?

How will you prepare to live your dream?

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# Thank You

## Questions?

For more information visit us on the web:  
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