

Embracing the Transition to Retirement



**Presented by
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Workshop Agenda

- Introductions
- Overview of EAP for Retired Employees
- Process of life change and transition
- Anticipating the Life Changes in Retirement
- Celebrate What's Right with the World!



*Retirement marks
the end of working
for someone else,
and the beginning
of living for yourself.*



What is the EAP?

A free program that is available to help:

- Employees
- Family Members
- Significant Others

Help to resolve:

- Personal problems
- Work-related problems



What is the EAP?

- The EAP can:
 - Assist with problem identification
 - Provide support
 - Make referrals to resources in the community
 - Make referrals to city resources if appropriate:
Human Resources, Benefits and Compensation, etc.
- Provide information through:
 - EAP resource material



Three Primary Program Aspects of EAP

- 1) Information and Referral
- 2) Voluntary
- 3) Confidential

Common EAP Related Issues

- Stress Management
- Mental Health
- Relationship Issues
- Financial
- Addictions
- Medical
- Legal





EAP as a Resource

Services for you and your significant others:

- Problem Assessment
- Consultation
- Referral to Resources
- Information and Education

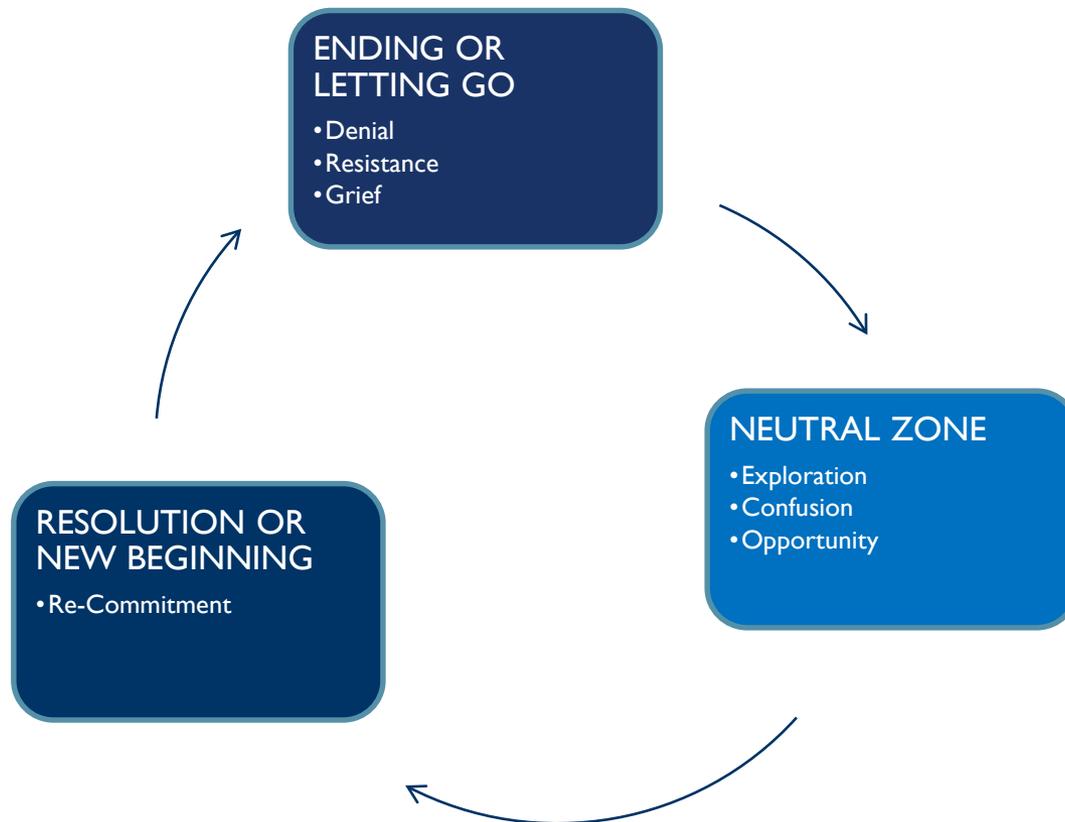


Interview Questions

1. What do you see as the greatest opportunities for you as you enter retirement?
2. What are your fears, anxieties, concerns, etc., about retirement?

The Change Process

- William Bridges



“The Psychological Contract”

“The more satisfying the career, the more difficult it may be to shape a satisfactory retirement”





Normal Responses to Life Transition

- **EMOTIONAL:**

- Disbelief/shock
- Depression
- Guilt
- Anxiety
- Irritability
- Anger
- Apathy
- Withdrawal

- **PHYSICAL:**

- Sleep disturbance
- Nausea
- Headaches
- Fatigue
- Muscle aches/pains
- Loss of appetite or overeating
- Dizziness
- Heartburn



Normal Responses to Change

- **THOUGHTS:**

- Ruminating
- Poor concentration
- Confusion
- Disoriented
- Disorganized
- Preoccupied
- Unable to make decisions

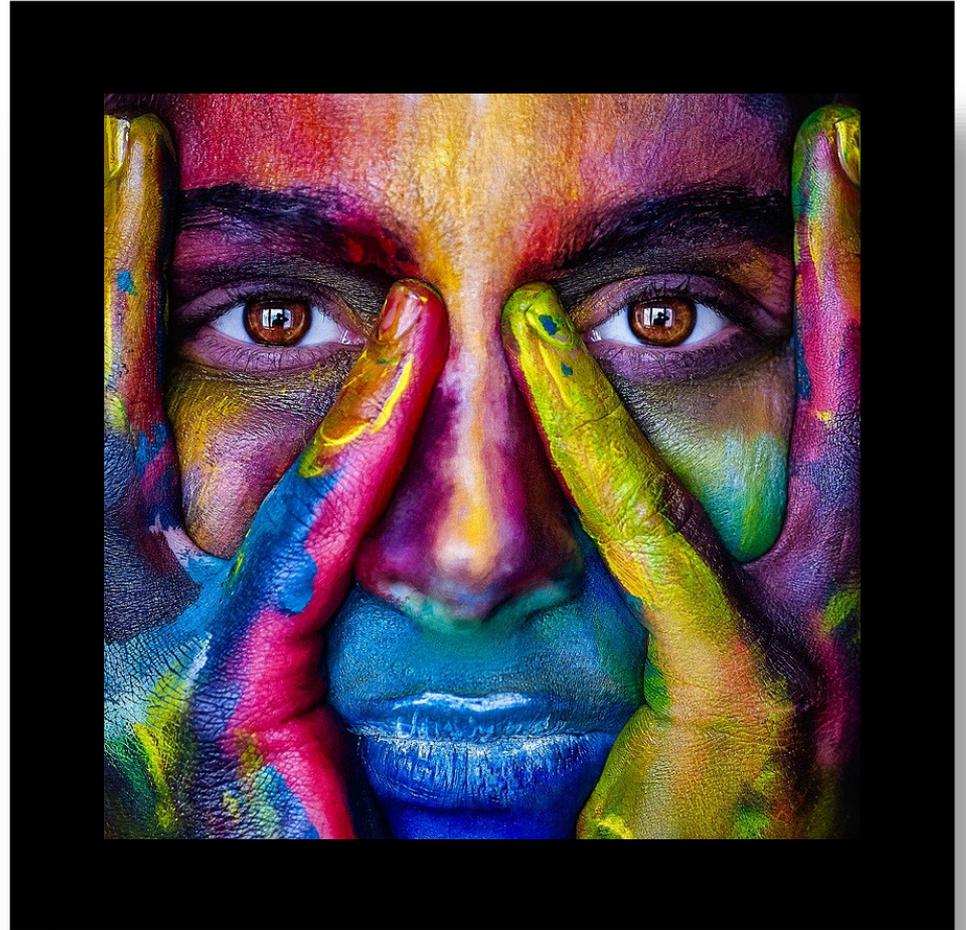


A Shift Toward The Positive

- The resilience field is attempting to shift away from *what is wrong*
 - Risks factors, deficits, pathology/diseases
- Identify what is *working* in your life
 - Positive, protective factors
 - This helps mood, is motivating, and helps identify and/or create positive expectations

*When you
truly possess all
that you have
been and done,
you are fierce
with reality,*

Florida Scott-
Maxwell



Special Considerations for Retirement

Psychological Transition

- Years of identity, camaraderie and belonging
- Understand that your self-esteem comes from within and not from the profession that you have personified





“Retire *TO* something, not *FROM* something”

- Work provides a significant amount of structure in a person’s life
- That loss of structure can cause a sense chaos, and confusion
- Some people move toward isolation and increased use of alcohol as a result



Transition Strategies

- Involve your family/significant other in your planning
- Anticipate and talk about the changes: finances, insurance coverage, who will work and who will stay at home, house work, social network, hobbies, etc.



Transition Strategies

- Some people actively plan and prepare for a second career – job hunt, resume prep, interview skills, etc.
- Consider being active in Volunteer Opportunities – to assist with networking for social and employment needs and to feel the benefits of contributing to the community



Transition Strategies

- Consider speaking to a professional
 - either as you prepare for retirement or as you face unexpected obstacles, i.e., financial planner, life coach, couple/family counseling, career counseling, etc.
- Recognize symptoms of the neutral zone

Health Tips

- Get a work out partner/athletic trainer
- Take nutrition classes, UW Extension, Whole Foods, etc.
- Get a complete physical
- Learn to meditate, take yoga, get regular massage





Developing a Self-Care Lifestyle During Times of Change

- Build or strengthen relationships
- Take time for yourself and set limits
- Recognize the “symptoms” of the Neutral Zone
- Look at yourself creatively and believe in your abilities
- Celebrate your accomplishments!!

Celebrate What's Right With the World

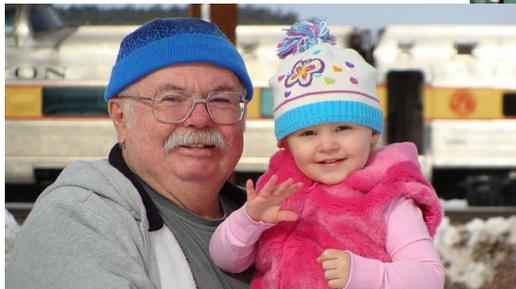
7 Key Concepts

1. “Believe It”
2. “Recognize Abundance”
3. “Look for Possibilities”
4. “Unleash your Energy”
5. “Ride the changes”
6. “Take Yourself to the Edge”
7. “Be Your Best for the World”



Observe

- Think about what the messages and images mean as you think about this time of your life – what stands out for you?



Congratulations!



Retirement can bring you and your families less occupational stress, more flexibility and renewal of important relationships

EAP is a Resource After Retirement

For you, your family and significant others:

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