

Making the Most of Your 2nd Fifty Years Planning Guide

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Identifying Your Career Anchors

Career Anchors, Edgar H. Schein, Pfeiffer & Co.

On a scale of 1-100, with 100 being the highest, rate your self-concept regarding how accurate the following descriptions are regarding your talents, your motives and your values. Answer the following questions as honestly as you can and work quickly.

Technical Functional Competence_____ What you would not give up is the opportunity to apply your skills in some technical or functional area. You derive your sense of identity from the exercise of your skills and are most happy when your work permits you to be challenged in those areas. You may be willing to manage others in your technical or functional area, but you are not interested in management for its own sake because it would take you away from your own area of expertise.

General Managerial Competence_____ What you would not give up is the opportunity to climb to a level high enough in an organization to enable you to integrate the efforts of others across functions and to be responsible for the output of a particular unit of the organization. You want to be responsible and accountable for total results and you identify your work with the success of the organization for which you work.

Autonomy/Independence_____ What you would not give up is the opportunity to define your own work in your own way. You want to remain in jobs that allow you flexibility regarding when and how you work. If you cannot tolerate organizational rules in which you will have the freedom you seek, you will seek roles where you have that

independence. You refuse opportunities for promotion or advancement in order to retain autonomy.

Security/Stability_____ Your main concern is to achieve a sense of having succeeded so that you can relax. The anchor shows up in concern for financial security or employment security. Such stability may involve trading your loyalty and willingness in order to do whatever the employer wants you to do for some promise of job tenure.

Entrepreneurial Creativity_____ What you would not give up is the opportunity to create an organization or enterprise of your own, built on your own abilities and your willingness to take risks and to overcome obstacles. You want to prove to the world that you can create an enterprise that is a result of your own effort.

Service/Dedication to a Cause_____ What you would not give up is the opportunity to pursue work that achieves something of value, such as making the world a better place to live, solving environmental problems, helping others, improving harmony among people, curing diseases through a new product and so on.

Pure Challenge_____ What you would not give up is the opportunity to work on solutions to seemingly unsolvable problems, to win out over tough opponents, or to overcome difficult obstacles. Some people find such pure challenge in intellectual work such as the engineer who is interested only in impossibly difficult designs; some find the challenge in complex, multifaceted situations such as the strategy consultant who is interested only in clients who are about to go bankrupt and have exhausted all other resources; some find it in interpersonal competition, such as the salesperson who defines every sale as either a win or a loss. Novelty, variety and difficulty become ends in themselves and if something is easy it becomes immediately boring.

Lifestyle_____ What you would not give up is a situation that permits you to balance and integrate your personal needs, your family needs, and the requirements of your career. You want to make all the major sectors of your life work together toward an integrated whole and you therefore need a situation that provides enough flexibility to achieve such integration. You feel that your identity is more tied up with how you live your total life, where you live, how you deal with your family situation, and how you develop yourself than with any particular job or organization.

Identifying your Energizers...The 3 Unconscious Motives

On a scale of 1-10, with 10 being the highest, rate yourself regarding how energized you are by the descriptors below. These motives might have been evidenced by you from an early age.

Achievement_____ I am energized by the need to surpass a standard of excellence set by myself or others

Affiliation_____ I am energized by the need to develop and protect close personal relationships

Influence_____ I am energized by the need to have a strong impact on others

Highly Resilient Qualities You Possess

The Resiliency Center – www.resiliencycenter.com

On a scale of 1-10, with 10 being the highest, rate yourself regarding how much you possess of each of the qualities described below.

Playful, childlike curiosity_____

Constantly learn from experience_____

Adapt quickly_____

Have solid self-esteem & self-confidence_____

Have good friendships, loving relationships_____

Express feelings honestly_____

Expect things to work out well_____

Read others with empathy_____

Use intuition, creative hunches_____

Defend self well_____

Have a talent for serendipity (the occurrence and development of happenings by chance in a happy and beneficial way) _____

Get better and better every decade_____

What do you Really Want to be Doing?

Allen, Bearg, Foley & Smith, *The Retirement Boom: An All-Inclusive Guide to Money, Life, and Health in Your Next Chapter*

What elements would you really love to have in the next phase of your life that will satisfy your heart and soul? Too mushy? How about...

How would you like to spend your time in the next phase of your life?

Creating Flow: Who Were You When You Were at Your Best?

Bernstein & Trauth, *Retirement Your Way*

Past states when you felt completely satisfied to be doing what you were doing provide pivotal clues about what generally makes you happy.

Think back to those environments or situations in which you felt most creative, when you felt completely satisfied doing what you were doing. List as many as you can remember; be expansive, allow your memory to go back to when you were young and come to the present.

A reverse exercise which might be useful is to list situations where you were at your worst. List as many of each of those as you can.

Times when I was completely satisfied:

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Times when I felt miserable, when what I was doing was not satisfying:

Pick the most or least satisfying and write a short story, or jot down bullet points, about what it felt like to be in the positive or negative situation.

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What does what you have written tell you about your interests, style, needs, skills, values, and/or situations in which you flourish?

Do You Have a Brain and Body Healthy Lifestyle?

Rate yourself on a scale of 1-10, with 10 being the highest, regarding your answers to the questions below.

How socially connected do you think you are? _____

Do you regularly follow what would be considered a healthy diet?

Do you follow a regular exercise regimen (walking, exercise at a gym, aerobics etc.) that would be considered healthy? _____

Do you regularly do brain exercises designed to increase the strength of your memory and other mental functions? _____

Do you regularly do stress lessening activities such as meditation, yoga (these could also include and overlap with the previous mental and physical exercise questions) designed to reduce or eliminate chronic stress? _____

Do you regularly get a good night's sleep of at least seven hours?

The Importance of Social Engagement for a Brain and Body Healthy Lifestyle

“7,000 Californians were monitored for 17 years; those lacking social connections were 2-3 times more likely to die prematurely...People with larger social networks might have developed people skills and so a greater reserve of social cognition to fall back on.” Institute for Brain Potential

List the 5 people you know outside of your family and other relatives who make you feel happy, energized, loved or more.

When was the last time you saw them in person or communicated with them in some way?

Approximately how many contacts do you have in a list, database, address book, Rolodex, LinkedIn, Facebook, Twitter, a contact list, excel spreadsheet, whatever?

How many people would accept/return a phone call, text, email, or message of any kind from you now without a reminder of your connection with them? Orville Pierson, Highly Effective Networking

Self-Information Summary

Transpose your answers in each of the previous workshop exercises to the proper area below in preparation for the creation of your Mission Statement and letter to yourself about actions you will be taking

What were your top two Career Anchors?

What was your top Unconscious Motivator/Energizer?

What were your top three Resilience Qualities?

What was your answer to the question – What elements would you really love to have in the next phase of your life? And/or

How would you like to spend your time in the next phase of your life?

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What is a one to two sentence summary of what you learned about yourself from your answer to the question When was a time when you were completely satisfied doing what you were doing...or...completely miserable doing what you were doing?

What were your answers on the scale of 1-10 in the Do You Have a Brain Healthy Lifestyle exercise?

Socially Connected? _____

Healthy Diet? _____

Regular Exercise Regimen? _____

Regular Brain Exercises? _____

Regular Stress Lessening Exercises? _____

Regularly get a Good Night's Sleep? _____

Creating a Draft of Your Mission Statement/Energizing Goal/Purpose Declaration/Passion Statement/Legacy Commitment...and Action Step(s) To Which You Will Commit

Once you complete simply looking back over your notes or inserting what you have learned from the exercises we have done together into your Self-Information Summary, take some time to look over what you have said about what interests and motivates you, what your Career Anchors are, what it feels like when you are very satisfied with what you are doing etc.

Is there anything in that information, or from what you already know about yourself that reflects a passionate belief in a personal philosophy that will establish the basis for setting goals? This would be your personal mission statement/energizing goal/sense of purpose declaration/passion statement/legacy commitment. Here are some real life examples – *To help as many individuals as possible to lead lives with which they are satisfied – To lessen the instances of sexual assault and bullying on, and use of tobacco products by young people – to significantly improve the communication and connection between the members of my immediate family – to get the gangs off of my urban high school campus and away from my students – to improve the interaction between the different departments/functional groups in my multi-national organization – to create tools that will encourage large numbers of people to treat others with respect.*

A very rough draft of my personal Mission Statement/Energizing
Goal/Purpose Declaration/Passion Statement/Legacy Commitment:

One or more actions I will take during the next month to move forward
my desire to make the most of my second fifty years.

Key Resources

The Brain Training Revolution: A Proven Workout for Healthy Brain Aging – Paul Bendheim M.D.

The Resiliency Advantage: Master Change, Thrive Under Pressure and Bounce Back from Setbacks – Al Siebert, PhD. Dr. Siebert created the website The Resiliency Center-www.resiliencycenter.com which provides a free quiz that gives you your resiliency score

Peak Performance: Mental Training Techniques for the World's Greatest Athletes – Charles Garfield PhD

The 7 Habits of Highly Effective People – Stephen R. Covey

Working with Emotional Intelligence – Daniel Goleman PhD

The Power of Habit – Charles Duhigg

Transitions – William Bridges PhD

Your Retirement Your Way – Alan Bernstein & John Trauth

Career Anchors – Edgar Schein PhD

Drive: The Surprising Truth About What Motivates Us – Daniel Pink

Highly Effective Networking – Orville Pierson (note-Orville is a friend of mine)

The Encore Careers Handbook – Marci Alboher

AARP: Great Jobs for Everyone 50+ - Kerry Hannon

Second Act Careers – Nancy Collamer

The Retirement Boom: An All-Inclusive Guide to Money, Life, and Health in Your Next Chapter – Allen, Bearg, Foley & Smith (note-Jaye Smith is a friend of mine)

Greater Good Science Center – www.greatergood.berkeley.edu

Institute for Brain Potential – www.ibpceu.com The Institute sponsors webinars and sells books and recorded webinars. They are very research oriented and intended for health professionals. That being said, many of them are very useful for intelligent individuals who are interested in learning how to stay mentally and physically healthy throughout their lifetime. The webinar – The Habits of People Least Likely to Develop Alzheimer’s Disease – was a resource for the creation of the power point deck that supports this planning guide.