Type them into questions box!

"Why am I muted?"
Don’t worry. Everyone is muted except the presenter and host.
Thank you and enjoy the show.

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- Professional Education
- Virtual Career Consultants
- ACS Leadership Development System
- College to Career
- ACS Webinars
- Career Navigator LIVE!
- ChemIDP
- Virtual Classrooms

Visit www.ACS.org/COVID19-Network to learn more!
A Career Planning Tool For Chemical Scientists

ChemIDP is an Individual Development Plan designed specifically for graduate students and postdoctoral scholars in the chemical sciences. Through immersive, self-paced activities, users explore potential careers, determine specific skills needed for success, and develop plans to achieve professional goals. ChemIDP tracks user progress and input, providing tips and strategies to complete goals and guide career exploration.

https://chemidp.acs.org
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*Advancing ACS’s Core Value of Diversity, Inclusion & Respect*

We believe in the strength of diversity in all its forms, because inclusion of and respect for diverse people, experiences, and ideas lead to superior solutions to world challenges and advances chemistry as a global, multidisciplinary science.

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ACS Career Resources

ACS Career Consultant Virtual Office Hours
(Reserved exclusively for ACS members)

*Every Thursday @ 12-1pm ET for Virtual Office Hours.*

- September 9 - Register Now
- September 16 - Register Now
- September 23 - Register Now
- October 7 - Industry

ACS Members can join a weekly moderated group session to:

- Ask questions about resume writing and video interviewing
- Learn to optimize your LinkedIn profile
- Get tips on successful networking
- Find additional ACS career resources and more!

[https://www.acs.org/content/acs/en/careers/personal-career-consulting.html](https://www.acs.org/content/acs/en/careers/personal-career-consulting.html)
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Skydiving into Retirement: Enjoy the Ride and Land Softly

Complimentary Online Virtual Classroom
October 27, 2021 | 12:00 - 2:00 PM ET

Develop a strategic planning approach to retirement!

Are you thinking about retirement, recently retired, or maybe you’ve been retired for some time? This workshop is for you!

Discover the intersection of your values, strengths, interests, and opportunities while constructing your new persona for the third phase of your life.

Register today at ACS.org/RETIREMENT
www.acs.org/acswebinars

Skydiving into Retirement
How to Actively Manage the Transition

FREE Webinar | TODAY at 2pm ET

THIS ACS WEBINAR WILL BEGIN SHORTLY...
Skydiving into Retirement: How to Actively Manage the Transition

Presentation slides are available now! The edited recording will be made available as soon as possible.

www.acs.org/acswebinars

This ACS Webinar is co-produced with ACS Careers.

SKYDIVING INTO RETIREMENT:
ENJOY THE RIDE AND LAND SOFTLY

William F. Carroll, Jr., Ph.D., CPRC
wcarroll@indiana.edu
IT’S NOT REAL UNTIL YOU SIT IN THE DOOR

- You’ve never done this before
- It’s really hard to practice for
- You let go of something and make a transition
- There is a mix of exhilaration and dread
- It forces you to answer a lot of questions you may have thought you already had answered
- Once you’ve jumped it’s hard to go back to exactly what you left

http://safeskydiving.com/is-skydiving-scary

THE PURPOSE OF THIS WORKSHOP

- **Goal:** Master the transition from a full-time career to an emotionally and intellectually stable and satisfying retirement career

- **Objectives:** After completing this course you will be able to:
  - Identify and describe how and why your identity changes when you leave your full-time career and create interpersonal tools to reflect your new identity
  - Evaluate your current readiness to retire and identify barriers to and unpreparedness for retirement using an environment scan
  - Compare different retirement archetypes and scaffold your transition and the first 1-2 years
  - Catalogue values, strengths and interests using inventories to create and execute a retirement strategic plan
INTRODUCTION

- **The Stakes:** Retired men are **40% more likely** to experience depression than employed men
- American retirees average **48 hours/week** watching television
- Some retirees even experience the five stages of grief
  - Denial, Anger, Bargaining, Depression, Acceptance
- You will be responsible for structuring **2000 hr./yr.** previously structured by work, and do so for the next 20-30 years
- Preparing for retirement is a strategic planning exercise

MASLOW’S HIERARCHY

- Identity, recognition
  - what we’re working on here
- Self-actualisation
  - achieving one's full potential, including creative activities
- Esteem needs
  - prestige, feeling of accomplishment
- Belongingness & love needs
  - intimate relationships, friends
- Safety needs
  - security, safety
- Physiological needs
  - food, water, warmth, rest
BENEFITS OF BEING AT WORK

• Identity, title, prestige, status, evaluations
• Friends and a social network
• Access to information
• Office infrastructure
• A place to go during the day

• Paycheck
• E-mail address
• Health insurance, life insurance, a savings plan and other benefits
• Connectedness, discipline and structure
• Social capital

Most of this changes Day 1 of retirement.
The challenge is to be who you are and not who you used to be

“Tell me a little about yourself.”

“Do you have a business card?”
TWO IDENTITY TOOLS

Your Elevator Speech
- The answer to the question: “Tell me a little about yourself” or “Who are you?”
- Two dimensions: Warmth and Competency (per Tatiana Kolovou)
- What you do; How and why you do it; What makes you happy…
- Should contain at least three conversation starters (You may want to tailor for certain circumstances)
- Should reflect your vision and drive you toward it
- Present tense

Your Business Card
- The answer to the question: “Who am I?”
- Name and contact information is enough (but there can be more)
- Concrete evidence that you matter

MY ELEVATOR SPEECH, 2014

- VP, Industry Issues, Occidental Chemical, 37 years

- Work with our trade associations globally as an advocate for our industry, including in United Nations environmental treaty negotiations

- Chair of the Board of ACS, world’s largest scientific society

- Adjunct Professor of Chemistry, Indiana University, career counselor for the department. I help kids find jobs
MY ELEVATOR SPEECH, 2016

• I used to be…

• I needed a new elevator speech that reflected who I am, not who I was, and I needed to believe in the new guy.

Audience Survey Question
ANSWER THE QUESTION ON BLUE SCREEN IN ONE MOMENT

Do you have an elevator speech?

• Yes, I do and use it frequently
• Yes, I do, but rarely use it
• No, I do not, but plan to create one
• No, I do not, still not convinced I need one
HOW TO WRITE AN ELEVATOR SPEECH

• Write two or three sentences about each of the following:
  • Something about my experience (chemist, business person, professor…)
  • Something about my expertise (field of science, specialization during career…)
  • What I really like to do (hobbies, reading, sports)
  • How I spend my time these days (continuing career, volunteer activities…)
  • Something I’m working on (A project, a book, a family history…)
  • Something I’m passionate about (my church, teams I follow…)
  • A fun fact (something surprising they might not have guessed)

• Then combine them into 75-100 words

MY ELEVATOR SPEECH, 2021

I use my 37 years experience in the chemical industry for the benefit of my clients, which include some industry clients and the United Nations, where I have a project engaged in eliminating the industrial use of mercury in China.

While I’m no longer on the Board at ACS, I still participate in a couple of committees and facilitate strategic planning for ACS divisions, local sections and committees. I’m also a ACS career counselor, and as an Adjunct Professor at Indiana, I help the grad students find jobs.

Finally, in my spare time I recently published my fourth book on popular music history, using science-derived analytics to characterize the chart popularity of records in 1955-1991 time frame. Think Moneyball for Rock and Roll.
RETIREMENT AS CONTINUUM
NOT A FINISH LINE

- Vague Awareness (15-30 years prior)
- Imagination (5-15 years prior)
  - Seriously setting the financial predicate
- Anticipation (3-5 years prior)
  - People around you retiring-you starting to imagine the future-more serious financial checking
  - Find a mentor who’s living as you imagine you might want to
- Check-in for your flight (1 year prior)
  - Although sometimes events truncate any planned timeline
- Liberation (year 1 of retirement)
  - Having all the fun you can stand and setting the infrastructure in place for the future
- Reorientation and Reinvention (years 2 to 15)
  - What will be sustainable: “useful” vs “youthful”
  - Your healthiest and most active years
- Reconciliation (more than 15 years after retirement)
  - How did I do?

--Ken Dychtwald

CREATING STRUCTURE

- Internally generated vs. externally imposed
- Need for a calendar/time diary
- Assign times for regular activity such as reading or studying
- Wear a belt or pants with no elastic waistband at least once a week
- Go out to public places, just because
- Exercise appropriately for your condition at least five days a week
  - “Younger Next Year” by Crowley & Lodge
- Join a group that expects you to participate
- Don’t try to create structure for someone else (like your spouse and kids)
ARCHETYPES

- **Continuers**
  - More of the same, but different; Same business, different scale. (Consulting, entrepreneurship…)

- **Adventurers**
  - New ventures, productive or recreational, professional or personal

- **Easy Gliders**
  - Value the unscheduled time and freedom but still in control

- **Involved Spectators**
  - Care deeply about the world but engage in less active ways

- **Searchers**
  - No regrets about retiring but want a niche, are not yet settled, and may be uncomfortable

- **Retreaters**
  - Taking a break to regroup or disengaging from life altogether?
  - May have given up and withdrawn

…and maybe more than one either in series or in parallel

Your archetype can be an active or passive choice

(after Nancy Schlossberg)

A BIT MORE ABOUT RETREATERS

- Retreaters archetypal pattern: Downward spiral and withdrawal
  - Most days there is nothing special to look forward to when you wake up in the morning.
  - Their best friends are at the old job.
  - Their personal identity is wrapped up in the title of the old job.
  - They have no great reason to leave the house during the day, nor any desire to do so
  - They wish they weren’t retired.

  *Does this sound like COVID-19 “Stay at home”?

- Each of these things could be handled with active personal management
- These could also be signs of depression and an intervention may be needed
But the Sweet Spot in the middle is what we're looking for.

**ENVIRONMENTAL SCAN: STEP**

- Assessing your situation through questions in four dimensions:
  - **Social**
    - Where are my friends? Work? Outside work? Retired from work?
  - **Technological**
    - What resources will I need that I don’t have in place now for either working or living?
  - **Economic**
    - What are my plans with respect to Social Security, Medicare and any IRAs?
  - **Personal**
    - Am I and my spouse on the same page about retirement?
  - Do you know the answer to each of the questions?
  - Do any of them identify needs for attention?
VALUES TEND TO BE INNATE

<table>
<thead>
<tr>
<th>Achievement</th>
<th>Creative Expression</th>
<th>Harmony/Tranquility</th>
<th>Research/Gain Knowledge</th>
</tr>
</thead>
<tbody>
<tr>
<td>Adventure</td>
<td>Creativity</td>
<td>Help Others/Community</td>
<td>Routine</td>
</tr>
<tr>
<td>Advocacy</td>
<td>Developing a Legacy</td>
<td>Influence People</td>
<td>Security</td>
</tr>
<tr>
<td>Aesthetics</td>
<td>Excitement</td>
<td>Leadership</td>
<td>Spiritual Fulfillment</td>
</tr>
<tr>
<td>Affiliation</td>
<td>Fast Pace/Pressure</td>
<td>Location</td>
<td>Teaching</td>
</tr>
<tr>
<td>Altruism</td>
<td>Financial Reward</td>
<td>Perfectionism</td>
<td>Travel</td>
</tr>
<tr>
<td>Autonomy</td>
<td>Flexibility</td>
<td>Physical Challenge</td>
<td>Using my Mind</td>
</tr>
<tr>
<td>Balance</td>
<td>Freedom from Stress</td>
<td>Prestige</td>
<td>Variety</td>
</tr>
<tr>
<td>Challenge</td>
<td>Friendships</td>
<td>Public Contact</td>
<td>Working Alone</td>
</tr>
<tr>
<td>Competence</td>
<td>Fun</td>
<td>Recognition</td>
<td>Working in a Team</td>
</tr>
<tr>
<td>Competition</td>
<td>Goal Orientation</td>
<td></td>
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</tr>
</tbody>
</table>

INTERESTS CAN BE CULTIVATED

<table>
<thead>
<tr>
<th>Animals</th>
<th>Cooking</th>
<th>Gardening</th>
<th>Performing</th>
<th>Sports</th>
</tr>
</thead>
<tbody>
<tr>
<td>Arts (Fine or Graphic)</td>
<td>Crafts</td>
<td>History/Genealogy</td>
<td>Policy</td>
<td>Starting A Business</td>
</tr>
<tr>
<td>Auto or Home Repair</td>
<td>Education</td>
<td>Investing</td>
<td>Puzzles</td>
<td>Teaching/Coaching/Mentoring</td>
</tr>
<tr>
<td>Children/Next Generation</td>
<td>Environment</td>
<td>Music</td>
<td>Science</td>
<td>Travel</td>
</tr>
<tr>
<td>Collections</td>
<td>Family</td>
<td>New Social Circle</td>
<td>Service</td>
<td>Volunteering</td>
</tr>
<tr>
<td>Computers/Electronics</td>
<td>Games</td>
<td>Outdoors</td>
<td>Spiritualism</td>
<td>Writing</td>
</tr>
</tbody>
</table>
## SKILLS CAN BE LEARNED

<table>
<thead>
<tr>
<th>Administration and Management</th>
<th>Data Analysis</th>
<th>Helping People</th>
<th>Human Resources</th>
<th>Research</th>
<th>Time Management</th>
</tr>
</thead>
<tbody>
<tr>
<td>Arts/Music/Design</td>
<td>Database Management</td>
<td>Instructing/Teaching/Course Design</td>
<td>Planning</td>
<td>Sales and Marketing</td>
<td>Writing</td>
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<td>Building/Construction</td>
<td>Diplomacy</td>
<td>Financial Management</td>
<td>Production/Processing</td>
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<td>Clerical</td>
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<td>Problem Solving</td>
<td>Focus</td>
<td>Mechanical/Repairing</td>
<td>Public Safety/Security</td>
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<td>Foreign Language</td>
<td>Negotiation</td>
<td>Quality Control Analysis</td>
<td>Telecommunications</td>
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## MY BINGO CARD

**Values:**
- Achievement
- Creativity
- Research
- Public Contact
- Develop a Legacy

### Skill 1
Speaking/Writing

### Skill 2
Data Analysis, Management

### Skill 3
Research

### Skill 4
Focus

### Skill 5
Diplomacy

<table>
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<th>Interest 4</th>
<th>Interest 5</th>
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HOW I DID THE BINGO CARD

Values:
- Achievement
- Creativity
- Research
- Public Contact
- Develop a Legacy

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Skill 1: Speaking/ Writing
- Achievement
  - Career Counseling

Skill 2: Data Analysis, Management
- Creativity
  - Research

Skill 3: Research
- “Ranking” Pop Music Books Series

Skill 4: Focus

Skill 5: Diplomacy
- Public Contact UNIDO/ Minamata

VOLUNTEERING DURING PLAGUE YEARS

- You have core competencies. You are:
  - Literate
  - Numerate
  - Technically trained
  - Successful
  - …and not everyone is

- Review your Values, Skills and Interests and consider the following opportunities
MAKING DREAMS REALITY

• Keep a dream or curiosity list (some call it a bucket list)
  • When something new piques your interest
  • When there’s a piece of your story missing
  • Most important: Write it down even if diffuse
  • Start easy with a book list, music list, travel list…
  • What would you do if you knew you couldn’t fail?

• Review every three months and ask, “What’s keeping me from doing these things?”
  • Example: “I want to go to Ireland to research my family history.”

• Pick one out, and start setting goals

On p. 15 of the Career Compass is a template for your Dream List

GOALS AND MILESTONES

• Goals
  • 6 month to 5 year time horizon
  • SMART: Specific, Measurable, Achievable, Realistic, Time-Bound
  • Example: “This year I’d like to visit the town my family came from”

• Milestones
  • Bite-sized: 1 month to 1 year time horizon
  • Stacked to lead to goals
  • Example: Identify the town; estimate the costs; create an itinerary; perhaps contact local genealogists…

Life is a continuing process of setting goals, achieving them, celebrating the success and then setting new goals

On p 16 of the Career Compass is a Goal and Milestone template
VISION STATEMENT

• The desired future end-state; your long-range aspirations
• Identifies the human value (excellence, integrity, originality, equality, honesty, service…) in what you do
• Succinct and memorable
• Timeless: even if things change, the vision will often stay the same
• Consistent with your goals
• Is 10 words or less

Example: “Productive, contributing, fun and stable until impact”

WHAT HUMANS NEED TO BE HAPPY

• Somewhere to live
• Someone to love
• Something to do
• Something to hope for

--Original unknown; adapted by many

Check regularly to see if these things are still in your life
THE TAKE-HOME LESSONS

- Prepare for and expect opportunity, adventure and surprise, then keep your eyes open
  - More interesting things seem to happen to a good storyteller

- Learn Optimism
  - There’s got to be a pony in here somewhere

- Get involved, stay involved
  - Even if there are days you don’t feel like it. This is a discipline.

- Develop your own name for this time (maybe not “retirement”)

- Always have a Plan A and Plan B. Maybe execute them simultaneously
  - An all-weather Plan B: writing your story: who will tell it if you do not?

- Manage Your Expectations

  - Be patient. As if staying at home all the time hadn’t taught you that already.

FIVE GREAT RESOURCES

- **Retirement Reinvention**
  by Robin Ryan
  Case studies of how retirement impacted others and hundreds of ideas for your next career

- **Retire Smart, Retire Happy**
  by Nancy Schlossberg
  Transition Theory and more about the Archetypes

- **Younger Next Year**
  by Chris Crowley & Henry S. Lodge, M.D.
  Why exercise is such an important part of this period of your life

- **StrengthsFinder 2.0**
  by Don Clifton
  Includes a description of 34 strengths and a test

- **Retirement by Design**
  by Ida O. Abbott, JD
  A guided workbook for creating a happy and purposeful future
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