

'Stepping Stones for Career Transition'



Helping organisations bring out the best in their talent

Helping individuals make positive and rewarding career choices

www.pinpoint.ie

SAI Pension Conference 2012

How to make your money last all of your life and how policymakers can help

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Events that make us reflect on our career



- Redundancy
- Pipped at an interview
- Significant birthdays
- New manager
- Peers moving ahead
- Life events
- An approach about a job



Where Will You Be in Five Years?



Health checks / Career Maintenance

- Am I enjoying my role as much as I was 6 months ago?
- If yes,
 - **Progress**
 - **Satisfaction & Strengths**
 - **People**
- If No,
 - **Explore Why?**
 - **What can I do?**
 - **Engaging help**
- Write your **future CV** for next 12 months. Does it fire you up?



Challenges



- Habits
- Wrong career choice
- Clarity about your strengths
- Gap
- Challenge of Change
- Income flexibility
- Well-being / nature of the work
- Internet
- Network



The Reality of Networking



- I'd like to add you to my professional network on LinkedIn.
- Over 50% of roles
- 77% of industry leaders
- Generosity
- Resilience
- References / Intelligence
- Diversity



The Process of Change



- 1952 Lewin, Unfreezing, **Moving**, Refreezing
- 1969 Kubler-Ross, Denial, Anger, **Bargaining**, depression
Acceptance
- 1989 Rashford & Coghlan, Denying, Dodging, **Doing**,
sustaining
- Cut to the “moving and doing” **5 years** before you plan to
retire. A phase of trial and error.
- Doing different things. Deepening your network. Expanding
extracurricular activities. Learning.



Overnight Success



“You bet I arrived overnight. Over a few hundred nights in the Catskills, in vaudeville, in clubs and on Broadway.”

Danny Kaye



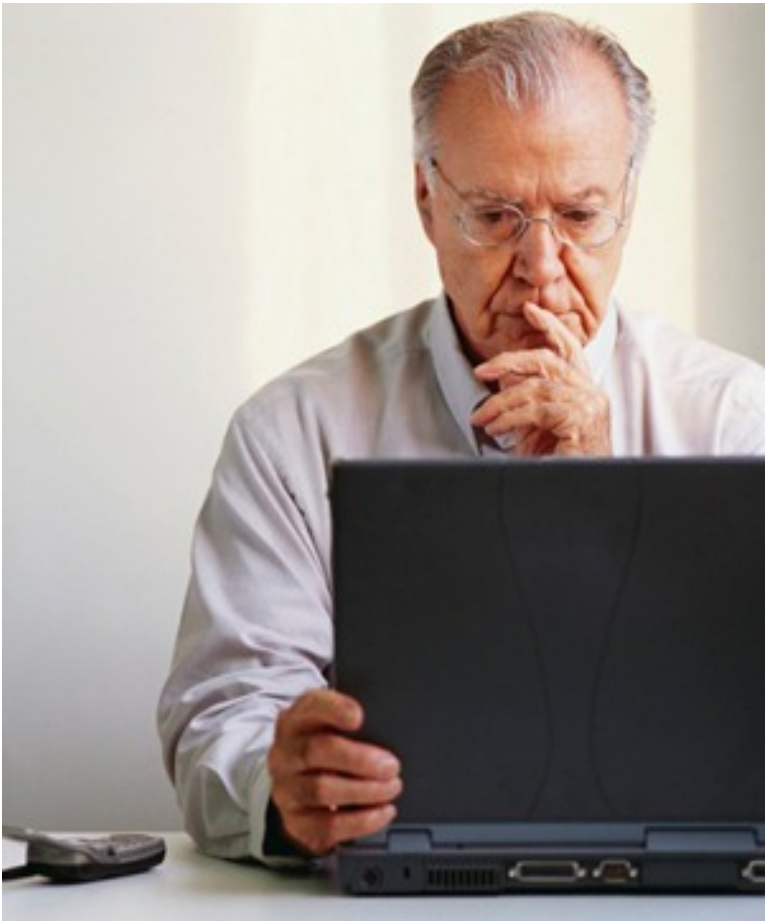
Career Modes for Older Workers



- Consulting
- Free lance
- Part time
- Expert role
- Non-executive
- Mentoring / Training
- Interim Roles
- Web based opportunities
- Own Enterprise



Older Entrepreneurs



- New business formation up from 14.3% to **20.9%** in 15 years in the US
- 55 to 65 year olds have the highest rate of entrepreneurial activity
- **25%** of small business in the UK founded by over 50s
- 4 year study of start-ups 64% survival rate for start-ups by older people (vs 48% overall)



Summary



- Review your career before it reviews you
- The capacity for change is a **muscle** which needs to be exercised.
- Your **network** is an ecosystem which needs to be maintained.
- Transition takes **3 to 5 years**.
- You may need to **recruit yourself**.



Lastly, A Business Idea



- Talent pool with great experience and proven track record.
- Energetic and experienced.
- Flexible, conscientious and committed.
- A **bespoke recruitment agency for older talent**

