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for joining us today for the Career Speaker Series. This series brings to you the nation's top career authors who provide tips, tools and best practices that you can use to create a successful career strategy. Hello, my name is Don photobomb, and I will be your host today. With me today is Dr. Carol Lee Duckworth, author, speaker and authority on transitions. We all experience in our careers, specifically the final transition we all make into our retirement years. Carol Lee will share insights from her experiences and expertise that she has documented in her books, shifting gears to your life and work after retirement, and shifting gears to your career working online. In the next hour, you're going to have your eyes open to the things you need to be thinking about. As you near or enter retirement. Cara Lee will provide a roadmap you can follow that will give you more confidence and the security that you are doing the right things. So now have your pen, paper and electronic device ready to take notes. Check the download options to gain access to resources that will help you use Carolyn's ideas. As you learn about retiring and ask questions. You can submit your questions by clicking on the menu in front of you share those questions. As you think of them, you're invited to influence the program to by offering your thoughts on how we can continue to be a support to your career. Click on the menu option that says give us your feedback. And keep in mind you can fill the frame of your computer with the presentation today by clicking on the cross arrows on the bottom right of the slides. So let me give you a little background on our very accomplished speaker today. Dr. Cara Lee Cameron Duckworth has worked with 1000s of career changers over the past 30 years, including despit placed industrial workers, homemakers reentering the workforce, retraining adults, technology students and 35 and older individuals preparing for new careers, or current focus is on assistant retiring baby boomers of which is one and helping them make that next great career change. She's an idea person, a lifelong learner. She lives her life as though all things are possible. And you

will hear her say the sky's the limit, or there is no limit after all. Today, Carol Lee is going to be your private consultant and share with you ideas and philosophies from her book shifting gears to your life and work after retirement. Join me in welcoming Dr. Carol Lee Cameron Duckworth. Carol Lee, thanks for joining us today.



03:05

Well, thank you, Don. And we looking forward to talking with everybody. I hope everybody is having a fine day we're having tornado watches. Hopefully we will be technologically online the whole time. I wanted to talk with you. And I wanted to talk with everyone. I wrote the book as a matter of fact, based on a lot of things I discovered when I retired myself and watching other people in my life retire. And you'll notice that I've entitled this retirement life and work. And don't get the heebie jeebies when I mentioned the word work, because I know that as we leave work, we have completely other ideas about what we want to do next. And a lot of that thinking has to do with not work. We've waited a long time to not work. But we've waited a long time to not work the way we have been working. And so I am going to challenge you with the notion that we in retirement are changing to a life and work. But we are applying our personal potential in a new way to this very long and very flourishing next life stage. And so I will, we'll move on from here, but that's kind of where I'm coming from. And I want to start by reading you a story. We all like stories. And this is a retirement I've got lots of retirement stories in this book, which by the way, my co author is Dr. Marie Langworthy, so I need to give proper credit to her. It was the two of us. We were roommates getting our doctrines together. So it was carolee and Marie who worked together to create this book and this roadmap for others hopefully to enter this. This next



05:14

part and the best time what we call the best time of our lives. Okay Wesley This is a Wesley Welcome to story. Wesley was eager to volunteer his service is after he retired, but only if he could do it his way. His support is something that he was passionate about. One of his prime causes was both personal and environmental. his retirement dream home in bel air Beach, Florida. On a narrow barrier island was vulnerable as were those of his neighbors. Due to the severe beach erosion that removed the beach completely. There was no beach at high tide, the Gulf of Mexico laughed against the seawall, and during heavy storms, the entire island disappeared underwater. When we tackle this problem from every direction, beginning by approaching the town council, meeting with town leaders and seeking out other associations, including condo Hoa, whose members had personal and financial interest in the problem. We quickly discovered that all efforts to

restore the beach and thereby to protect the island and its inhabitants had been brought to a firm halt. The obstruction was a small contingent of Gulf foot homeowners who selfishly and unwisely head exerted pressure to keep the ocean views in front of their multimillion dollar homes exclusive to themselves, even if this meant putting the entire island at risk. With this discovery, Wesley's volunteer efforts kicked into high gear. Soon he was offering a weekly environmental science column in the local paper, teaching the community the hows and whys of environmental conditions, and beach erosion. He created a photo montage that vividly showed the devastating impacts of one heavy storm that covered the island and water, then virgin product for permission to display his montage on the walls of City Hall. in the conference room where the city council met regularly. Westland seen as a visionary and leader by some as a major nuisance by others. He attended every city council meeting, where he was outspoken and sometimes even volatile about future erosion and the undeniable necessity for beach leadership. Using this career log experience writing formal proposals for funding, complete with budgets, timelines, and detailed plans, he led efforts to seek and obtain federal funding to be prepared for projects to request the beach, the outcome of all this, the beach was safe, the sand was restored, the island was preserved his legacy, both now and for generations to come. A full diversity of people is once again able to enjoy the beauty and the protection of what is now a broad expanse of white, sandy beach. And I started with that story, because I will tell you now that Wesley Walton is my father was my father. And this is the role model I had for retirement, but also for life and career. I'm looking We're looking now at this slide talking about giving an overview of what we'll be talking about today. We're going to be talking about personal potential, and tie our retirement to that. We're going to talk about unprecedented possibilities. And there are possibilities now that never existed. Many of our role models and models of retirement are antiquated, and we are actually in the process of reinventing retirement. So baby boomers are the first with a lot of these possibilities. We're going to talk about retirement timing, and whether it's chosen or not, early or not. And we will go on to talk about the process for optimal retirement planning. Note the word process, not an event, because it's a process, not an event. We're going to talk about the countdown to retirement. And this will be very important to understand the need to delay action until the countdown is complete. We'll talk about expanding your pathways, rediscovering yourself first. I've got a little rediscovering nap to experience firsthand some of what We're talking about and to think through for yourself, where you stand on some of this. We'll look at factors affecting decisions. And then we'll look at some more stories.



10:20

In terms of personal potential, ask yourself these three questions. Why is it important to approach retirement logically with forethought, reflection, and deliberateness? What are

the specific steps I need to take to ensure a successful launch into this my last and best life experience? Who am I, and how has the essential me been expressed or thwarted by my career?



10:55

In terms of, and I know, I'm moving very quickly through these concepts, because we have a short amount of time. And then, of course, our whole chapters devoted to each of these. But this creates the landscape and opens up the set of questions that we need to be asking ourselves before we enter this very, very important time in our lives of our retirements. Oh, the unprecedented possibilities for us, includes longevity, we're going to be living so much longer than any generation before. And we're going to be living with health and vitality. So we will still be able and hopefully wanting to contribute and to act to be a participant and not on the sidelines, we will have 20 to 30 year retirement spans. So we're talking about a third of our lives head at the point where once people looked back and said their work life was behind them. We're going to look at early retirement because although many of us want to work, the full 65 year age 65 of span, many of us are not able to do that, for one reason or another cutbacks, layoffs and so forth. So we'll look at that whether our retirement early retirement is expected or unexpected, whether it's desired or not desired. And then we're going to challenge ourselves to say, in what way is that a possibility, and not a problem. We're going to look at the discretionary spending power, because that factors in certainly to things like entrepreneurial ideas or creative ideas. We'll look at the technology mindfulness and capability, which we do have, we are very technologically savvy, as a generation. And from a retirement standpoint, this puts us in a position to do many things that earlier retirees could not have ever done, including working in any place in the world at any time of the day. For any span of time. We're going to talk about entrepreneurial capability, and global experience and awareness, which again, open up possibilities. This is the data about retirement planning, or retirement timing. And it is absolutely fascinating. Notice that most of us do not plan to retire early, only 6%. plan to retire early, early meaning before age 65. However, almost two out of three of us end up retiring early for one reason or another 46% of us almost have planned to retire late. But only 3% of us are able to do that. Half of us almost half 47% plan to work until the standard retirement age and only 33% of us do so. So you begin to see in those numbers that if only 33% of us are able to work until retirement age. Two thirds of us are retiring early. And many of us did not plan to retire early and we didn't really want to retire early. necessarily This is lumped in with in terms of either problem or possibility, whichever way you want to see it, the fact that we're going to live for a very long time. This is some of the data that a man who lives to age 65 as a 30% possibility of living an additional 25 years to age 90, a woman for a 40% chance of living age 90, and the possibility of at least one member of a 65 year old couple, living past 90 is 60%. So

how long will your retirement last quite a long time, we're not talking about a nice extended vacation we're talking about a very, very long time span.



15:54

So here, this is just a quote from shifting gears. But as baby boomers entered their mid 60s and retired from their occupations, with life expectancies up into their late 80s, or 90s, or even past 100, they faced the opportunity or the challenges of a retirement timespan that will range from 20 to 30 years. Because retiring boomers are energetic and vital, we are far from the point of being ready to step aside, we may be ready to retire a job. But most of us are not yet ready to retire ourselves.



16:36

And what it comes down to is, this is a huge, huge transition in life. And we all know that many of the largest transitions, the most significant transitions, we know the least about and we have the least training for, for example, getting married, having children, these are huge life changes that we enter thinking that we should already know what to do and how to do it. And this is simply not fair, there is no reason we should be expected to know there is no reason we should expect that of ourselves. This is a very important and large process. In our book, we actually have broken the process down into five steps. And today, we'll just be talking about one of those. But the steps continue on the breaking free from what we've been doing the expanding our pathways, so we can see beyond what we've been doing way beyond just that set of possibilities to a whole new set of possibilities. So reinventing of ourselves. And even knowing what that self is, it was essential to the rediscovering of our work, which will be something that engages us. So there's a whole huge step there. And then, and then only making a match and moving. So when we insist that we immediately move to Step five, of making a match and moving, we have so dishonoured ourselves and the importance of planning this last 30 years of our lives, and designing a life and work that is worthy of us and will allow us to contribute in the ways that we wish to in the pre retirement countdown. Again, we try to shortcut and say okay, now that you're retired, break free and do something else. Well notice this is a countdown 10 9876 you don't start a countdown at one, you started at 10. And well before we can possibly make room for something else. We have to honor the endings of what we've done. We have to grieve in essence and let go and go through that whole process of stopping the wheel when the wheel when a wheel is turning one way and you want the wheel to turn the other way. It first has to stop.



19:48

The Nine is we knew we recover and we knew because there is a recovery process after retirement. Yes, we're looking forward to it. Yes, we're ready. Whatever else we want to say, there is a recovery process, I've discovered this and everybody I know has discovered this, then we have to reorder and make room. Because everything in our lives is already set up. For this life we've had all these years to make room for a new life, there's actually, you know, a physical part of it. The closet is different for the different clothes, the bookshelves are different for the different books for what you're doing next, versus what you did, so forth, and so, so on and so forth. Then the expanding your pathways and looking beyond the one work pathway that probably has completely consumed us for the last 40 years, rediscovering yourself, re envisioning your why, why do I want to do this? Why am I passionate about this? resist reconsidering your Who Who do you want to work with now, before the work defined your who you worked with the people who were there that you were assigned to work with. And you have very little say in the matter. Now, you're who is completely for you to create. And so it also becomes a whole part of this countdown, because there's a process of letting go of the ones who are not, and taking up with the ones who are or even finding them again, we think you're aware, you know, you don't have to live down the street from your college anymore, because you can live anywhere. And that's a whole nother part of the countdown is letting that part of your past. Tie, go so that you can rethink where you need to be next, or where you wish to be next, refocusing your learning, we did go through a whole learning process for early careers. But that doesn't mean we can't learn a whole new career now. And what is that going to be and then breaking free. That is right before the the blast off. But notice that you don't break free. And immediately there's a whole Countdown to that. In terms of expanding pathways out, we've got two things going on when we retire, we have our preconceptions about what retirement is. And it's usually the first three of these pathways, life of leisure life of volunteering, life of travel, we are coming out of, of life that has been heavy with work. But the four pathways that we can add back in include the life of new work, life of an entrepreneur, life is a creative, and life of study. And in reality, what we need to be designing for ourselves, and giving ourselves permission to design is a perfect retirement, that is some mixture of these pathways, we might have a wonderful, we may have always wished we were more, we had more time to create more time for our art or for our writing or for our music.



23:47

But we also might want to travel so we might travel in order to create, we may go to Paris and take photographs or do go to London and do watercolors we there's a whole breaking free of the idea that we have to follow a single path. And it's substituting that

with this much more intriguing set of possibilities of more possible pathways and the combining the various ways of combining those pathways. And my idea is that every combination will include a life of study. Because as we change into our life and work after retirement, there will be things that we need to learn. And of course we can do that. We can do that more easily than we ever have been able to do before. So we don't need to be blocked by any thought that I don't know how to do this because that's not up barrier at all anymore. And we can be completely visionary about how we want to live our lives, including things that we don't know how to do yet, but we'll know how to do soon. So in terms of the entrepreneurial pathway, here are a few what we call wow factors in the book that struck us, as we were doing the research to write the book. Of those involved in early stage entrepreneurial activities. 18% are over age 55, and 9% are over 65. And what's more, older entrepreneurs now lead the way in new business formation. The trend has continued during the past three years and spans even high tech businesses once thought to be the sole turf of the 20 somethings. What's even more noteworthy is that startups with older owners are more successful, at least as measured by their survival rates. In terms of engaging new work, if we ever thought that we were going to be unable to continue working part time, or full, even full time if we wanted to, because we have gotten older, this is simply not true. And we need to give ourselves encouragement that if we do decide we want to work, even if it's work in some entirely different area, then we worked in before, we will be able to do that. Although there's actually a labor shortage. And if you look at the numbers, you can see why we have 77 million baby boomers leaving the workforce being replaced by only 48 million Gen X. Who will be available to replaces those, there's a gap. And that gap is usually at the level that we can fill in particular, because it says the level of the creativity level, the idea level, the management level, the level of the people who move the business forward. The second thing is that more and more companies are outsourcing this happened this started during the recession, but has continued more than a third of the US workforce is made up of non traditional contract workers. Well, these contract workers generally work online, they generally work part time by the project. So again, this is the perfect domain for retirees because as we design our pathways and combine babies, some work in some travel or some work in some creative, or some work and some recreation, as we do that, we can find very appropriate work that fits the lifestyle timewise and otherwise, and for the most part, do that work from our home office. So this has changed, has changed everything. The whole idea of telework, of course, has changed everything.



28:50

In terms of creative work. Over the 20th century, the creative class grew from roughly 3 million workers to its current size of 38 million. It has more than doubled since 1980. Alone, and is now larger than larger than the traditional working class. And by the creative class,

what we're talking about are the people not just accomplished artists and musicians and writers. We're also talking about people who create plans, ideas, objects, solutions, people who do not follow through with what has already been created, but move out, move out and unique and new. And there's a lot of the work that's most exciting and possible, especially for us as retirees is in this category of creative when we talk about rediscovering ourselves yourself first. That's the reason to delay taking the leap. For now, there's going to be, when we retire, there's a tremendous push or urge to just do something, pick something move forward. And if we can avoid that kind of desperate of leaping into action, we can find what is best and most appropriate and most exciting and most compelling for ourselves. Every kind of filling the void will be possible people will be asking us and making offers, there will be grandchildren who need to be picked up, there will be bookkeeping that needs to be done for for a family member's business, there will be all manner of now that you're retired offers. But if we can just say no, not yet, to all of that, and give ourselves the time and ask ourselves some of these really important questions. To what degree did my career Express me? And in some cases, it did. And in some cases, it did not. Sometimes it did early on, and then later, not so much. These are things we need to go back into. And we've got lots of exercises and discussion of this in the book, because these are not simple questions that you can answer, just off the top of your head, that you shouldn't be expected to what were an Rmi? gifts, hopes, values, passions? Where do I want to focus my time now? my talents, my energy? What more do I want to accomplish? For whom? Who am I? And who am I really? What are the hidden aspects of myself? And in each case, with each set of possibilities, I would propose that we need to consider the creativity side of each of these questions, which may yield even if we're doing working in an area that we're more familiar with. On the creative end of that, we may see some possibilities that are quite exciting. And that will engage us for years to come. This is a little rediscovery map. And if you have a pencil and want to write down the numbers one through 10, I'll read the questions. Why for yes and for No. But do you have a shadow side and un-lived life that was set aside for work or other reasons, but that still has the power to excite and interest you? That's number one. Yes or no. Number two, do you have a creative side that has gone unfulfilled?



33:17

Yes. No. Do you have an entrepreneurial urge? Do you have humanitarian interests? Number four. Number five, do you have an adventuresome streak? Number Six? Do you have a curious nature? Number seven, is there an explorer in you? Number eight, is there a performer in you? Number nine, is there a teacher or guide in you?



34:04

And number 10? Is there a mentor or wise counselor in you? If you've filled that out for yourself or you want to come back to it later, I would encourage you to look for surprises. And to make notes and comments in the on the items where you've said yes, because this is information very important information. The factors that affect decisions. It's interesting we've been talking about some of them the personal potential, what you are uniquely able to do and eager to do, heartfelt about the retirement timing, because you may be retiring much early You're the new unexpected to and whatever you plan, path wise and otherwise will, again be a combination of making money earning a living, as you may have retired at the right time, to be able to draw different forms of income. And so you may have openings well beyond what you ever have before, because you have your base income in your retirement, or social security, and so forth, and can venture into some of those things that you wanted to do in the first place, but knew you couldn't make a living or support your family with the unprecedented possibilities. These are all factors that that can draw our broaden the base from which we make our decisions, and the expanded pathways, and rediscover yourself. So those are some of the things we've talked about, and that affect the decisions. The next five, I put there, because we tend to think of these as being the factors. And yet all of these you note can be changed your finances, you're now living on a fixed income, well, then don't. If you choose not to live on the fixed income you have now, then it is perfectly possible to earn more money, and have a different income. And continue to add to your nest egg and also be able to do some of the things you've always dreamed of in terms of your health, again, that can be changed. If you've been sedentary in your work, and have not had time to go to water aerobics, then you can start going to water aerobics, or line dancing or some form of activity that improves your health. You can have many, many problems health wise can be completely transformed now. And there's no reason to have to be limited by them. What have you learned, again, that can be changed, I have degrees in education, I am now a publisher. And I because of a publisher, I have to become a marketer. I don't know anything about either of those, or I didn't, but I do now. And I'm learning. Those who have my new courses and books and quests is to become better in all of those areas. place of residence again can be changed relationships, and be changed. dependency relationships, support relationships, marital relationships, not not necessarily talking about leaving a relationship but simply altering the way the balance of it in light of the new design for life after retirement.



38:26

The five items in this big orange box survival, purpose belonging, freedom and fun. Some of you who have like backgrounds will recognize those are the five needs absolute

underlying needs that were defined by Glasser. And what we know about these needs is that if any of these needs is not being met, our lives we will not thrive. We can end up being sick or depressed or complaining any number of problem development symptoms can develop in and around the underlying deficiency in any one of these areas. We absolutely must have these five, we must know that we're surviving and can survive we must have a sense of purpose. We need that we must have a sense of belonging. We must have freedom. And we must have fun, because I always love Glasser for including that and it is absolutely true. So this is partly why I'm speaking with such passion on this subject because these are some of the things that go at risk for ourselves after we retire if we do not Take the time to design our retirement to fulfill these needs.



40:11

I'm going to finish up with just a couple more stories and they have been there'll be some time for questions of each of these stories just I won't read the whole story there in the book. But the and and Mike's story is illuminating, because here's a couple who retired early and moved to Billy's Ambergris Caye, which is off the coast of Willie's his little island, where all the transportation is by golf cart. And they needed to earn money. So what they did that was very, very clever, was to look around for what was missing. And there was lots there were lots of things missing. Then, there was a need for restaurant, a small hotel, maybe a wine specialty store, maybe running eco tours. But the one thing that they fixed on was a fitness club. And so they took their savings. And they built the San Pedro family fitness club, with tennis courts, a 250,000 gallon pool and a workout facility. And they love it, they still have time to enjoy where they are. And they have a business that thrives. And they're accomplishing something they think is important for people. So that's a wonderful, there's wonderful retirement stories out there. And that's one of them. Then we were talking a minute ago about the balance in a relationship. So I included the story of Judas and Roy. And in this case, this was a couple of traditional couple of Roy had an insurance business. Judas raised the children. They lived a wonderful life. They had a house in Charlotte, and then a little house on Lake Norman. Well, Judas, when it was getting close to when Roy could retire, decided she was going to move her retirement plans ahead. She was retiring from being a homemaker. And she wanted to go to Divinity School and become a minister, which she did. So she moved up to the light. And Roy started, moved very quickly after that to shut down his or to turn over his insurance business so he could join her. And so they kind of switched gears and she became the minister and he became a Minister's husband. And he was a wonderful Minister's husband. He read all of her sermons and commented and with the every event and was stood by her side, and they had a very rich retirement life living as a light with Judas as a minister. And then last but not least, the duel and Harvey story. This one, I'm not sure we could hope to replicate. But it's a fascinating story. This, this couple had a had a lucrative business. They were building

portable, hot houses the selling them. And they made a killing doing this. And finally had made so much money that they posted an ad in the Wall Street Journal that said all the money we've made, we've really, we have all the money we need. And they offered to sell the business to somebody else. But they It was more like an adoption process. They interviewed people, they only wanted the right person to take their baby there that what they had created and and run that business. But what they did then in there with the freedom they had once that was once that all happened. What they did was race car driving. So they each had their own race car and competed in races. And Harvey actually won Rookie of the Year One year. There's a photo of him that he loves to show you that was him seated in his race car wearing his helmet. And the other racecar driver leaning in the window was called Paul Newman, of chatting with him. But part of their story that I particularly enjoy It was that,



45:01

well, not, not the accident. But jewel did have an accident when another car rolled up over her car and crushed her hand on the steering wheel, and so she had a cast, and she couldn't race anymore. So her husband, as a sympathy President gave her an all expenses paid trip to hike in the Himalayas. So she set off to do that. And meanwhile, she said that she thought the real reason he gave her this incredible gift, was it. He, he had always liked her race car better than his race car. And while she was in a cast, he was going to get to use hers. But that was another, you know, you can see that they were prosperous as business owners. But their sense of adventure, there was definitely an adventure in each of them. That had not been satisfied until they had this latitude called retirement. So this is life after retirement, reimagined, and reimagined in larger ways. And that's where I'm going to come to an end today is what will your retirement story be? If you have many questions, or even if you think you have many answers, I would encourage you to get you know, this is not an expensive purchase. And it could help you to think more broadly, about your own retirement and more actively, and, and more demanding way, I guess I would say, so that you end up with the life that you wish for the next 30 years of your life. That's our website, licensed work after retirement calm. And I'll turn things back over to you, Don. That's what I had to say today.



47:06

Charlie, boy, great information, good coaching, you're going to change lives just with that kind of research and the information and the stories that you've shared. I was frankly, astounded with the percentage of entrepreneurial activity of those who are entering the retirement age I, I had tracked the number of business startups Oh, back 1015 years ago,

and we're producing about 600,000 new businesses a year. Currently, it's way down to 400,000, which surprised me because today, you can start a business, via the internet with a laptop or even your phone, it's so easy to get started and use it. And the creative class like you were talking about, what are some of the other things that may that you are seeing that are happening in the creative community? Where can each of us tap into our gifts or our hobbies or our experiences to kind of create our own digital entrepreneurial business?



48:15

Oh, my goodness. I love you got. Well, we have a whole chapter on entrepreneurial and a whole chapter on creative and so in what you're talking about there is those two chapters combined, because you know, you can be creative for the sake of being creative and offer services teaching that but you can do it for yourself, you can do it for somebody else, you can write a book, you can publish that book, you can have that book published on demand. So that one copy ordered means one copy printed so you, you know you can hit the barriers to doing things are gone. As you were saying you can order QuickBooks and set up all of your accounting you can hire a virtual assistant to do the part that you don't have time for and find cover designer to Korea. This cover was created by a fabulous cover designer and we have a whole trip series. Your great trip. The one that's just coming out now is your great five day trip to Paris. And this cover designer has I have had her go ahead and create the next nine covers because I get so excited by the covers. I can't wait to book. So it's but but basically Ukraine. I think many of us have that thing we set aside because we're being practical. And it can we can take that back and we can learn More about how to do it, we don't have to say, Okay, I'm going to be at this level period, I want to be at a better level, and I'm going to create a higher level, I'm going to solve a problem, you know, I, I can be an artist who solves the problem of people not being able to express themselves. You know, I could be the one who does the cartoon drawings to go with their children's book or the puts together the picture, photo collage from their, like pictures and helps them write their story, or I can write that story. So all anything that anything that's missing, that's an opportunity, anything that you have to express, that's an opportunity. Basically, it's your wide open. And if you have basic retirement income, that can cover at least your, your necessities, then you have an amazing amount of freedom to actually pursue some of these things. And then maybe, who knows, I may, I may become the travel guru that everybody is heard of. Because I'm offering something that I saw as missing when I started traveling, which was a planned trip, without a group, I did not want of us. But I wanted to plan, I did not want to just go, you know, wander around and say, Hmm, have a plan and a good plan. But I did not want to give up my freedom. And so that's since I couldn't find that. And that was missing. I'm creating a whole series of those trips. But you know, everybody has something like that, that. But it didn't occur to me, right

after I retired, until I walked through that whole process. What I was looking at what right after I retired was pretty much exactly what I had done, before I retired, I had to break out of that mindset. And completely go through this process, before I came out the other side with a whole new plan



52:32

carolee I love how you, you essentially took an interest or a hobby, and then you tied in a business opportunity to it. And and now that will lead to more business opportunities. It's a great idea. And there's a lot of us out there that have some hobbies or interests, whether it's photography, I was recently done, where my folks retired in Florida. And one of the gals I met at the pool was a metal worker, and she had picked up the, the technique after she retired and she was kicking the butt of the guys that were down there and doing better stuff. And she was starting to give classes to others on, on how to use the tools and the equipment. So each of us could be kind of looking at the things that that we're interested in, maybe you want to hold a book club or something. And, and so you, you charge a small \$10 weekly fee or something to hold that book club at your place. There's just so many different opportunities. And you don't have to do it full time. So this entrepreneurial aspect that you're talking about, is absolutely fabulous. So a question from Fred. He's, he's kind of looking at the sedentary lifestyle of, I'm just going to retire and go golf. But yeah, he's intrigued with this adventure part of it. And what do you encourage people to be thinking about doing to get out of their comfort zone to be thinking about different things. And they were originally thinking about?



54:12

Well, I do know a good book to help you. And I think doing a taking a book like this and working you're making a group and making it a group effort, you know, having two or three friends or you you and your partner and a couple other couples, and everybody doing it independently and then talking through all of this. I think one of my things that I can see is that people absolutely surprised themselves when they actually break free and redesign this next life. You know, when you do expect you're going to play golf. All that was on my mind was having time to read. And that was fine until I had read about 250 Seven Bucks. And that took maybe, I don't know, five or six months. And that leaves still leaves, you know, 29 and a half years. You know, there's, there's, there's going to be that, that impulse and you know, it's fine to give yourself some time. In fact, I encourage you to give yourself some time, I think that's the best thing you can do. But before you decide what's next, I really also encourage you to go through a process at least as deep as this one. Because you will not believe what you discover about yourself going through this

process.



55:48

So how frequently Should we do that if we've got a 20 or 30 year life cycle, every decade, or every five years now things could be changing? What do you recommend we do in terms of taking another look, as our situation changes our interest change?



56:07

Oh, you mean? Well, I guess you're addressing also before retirement, because everything that we're talking about happens several times during your career also, hopefully, hopefully, you, you are recurring. When we talk about when we were talking, we were talking in the intro about what I call my 4000 people. These were 4000 individual life stories in which they were simply in the wrong life, doing the wrong job, doing work that they were not excited about, that they were not passionate about. And so that you know that transformation can I don't think there's a limit to the number of times you, you circle back and look at yourself and look at your life and see if there's a an authentic match between you and what you're doing.



57:11

Makes sense? Yeah. If you suddenly feel like you're in a rut, or Yeah, your health might have changed, your financial situation might change. And it's always good to go through this process that Carol is talking about. Currently, as we wrap up, we got a couple minutes left. What are the common mistakes you see folks making as they begin to build their retirement plans? What should we be thinking about to avoid based on others have already been there? We don't need to do the same mistake?



57:46

Yeah. Well, I mean, the the most common one is partly because of the field. But the whole retirement field has mainly been about financial planning. And so you're you do all of that. And then you think, well, I've done everything I'm supposed to do now, I'm sad. Well, you're not you haven't thought about anything beyond your, you know, once a month, you're gonna look at your bank of america account and pay your bills. But what about the rest of your life for the next 30 years? That's a pretty big thing to be neglected. So I would say first of all, yes, plan your finances, but go well beyond that, to the rest of the rest of all

of this that we've been talking about. The second thing, mistake wise, is I think people, there is such a pole to do something, there's such an urge to fill the void. And there are so many options that are going to just dump themselves into your lap. And I think that's the second large mistake is that people find themselves in a race car going in the wrong direction. And because they never picked the direction and now now in order to get back on track, they've got to get out of that card back up. You start over, you know, all of that with that tremendous momentum. So to hold back is difficult. But it is extremely important. You need this time. And you deserve this much attention to the rest of your life.



59:36

Where you are so right. There's so much more to be thinking about than the financial side. There's, as you've talked about today, the emotional, psychological, spiritual, entrepreneurial aspects, even physical aspects of going into retirement. All things covered in your book. I encourage everyone in the audience to check that book out to local library or amazon.com or Your local book club, Carol Lee. Cameron Duckworth, thank you so much for joining us today and sharing your wisdom, your experience in your philosophy. Well, thank you. I enjoyed it. Thanks, Don. Terrific and for our audience. Thank you for taking the time out of your busy schedule. Your continued investment in your career will not only give you greater control over your career, and your retirement, but your personal happiness too. Like Cara Lee would say to you, if you don't make your plan today, other people will make the plan for you. And you may end up becoming the neighborhood and or your kids babysitters. So, we wish you well. Everybody, have a great day. Okay, bye. And that's a wrap