HealthAdvocate℠

Caring for you in all ways. Always.

Retirement Planning:

An Emotional Perspective



©2026 Health Advocate

Your EAP: Life & Work Program
We're Here When You Need Us Most

Quick/easy access Anytime, anywhere

- Connect via phone, chat, video, in-person

Mobile App & Website:

- Webinars, self-assessments, articles and more

Personalized support and guidance

- Masters-level clinicians
- Life & Work specialists
- Legal and Financial consultants

Life & Work support

- Eldercare
- Childcare
- Personalized Legal and Financial Fitness centers

24/7 Support ● 250+ Languages ● HIPAA-Compliant

Agenda

- Phases of retirement
- Emotional stages of retirement and effective strategies for coping
- Tips for building a new identity
- Changing relationships with partners, family and friends

©2026 Health Advocate

What comes to your mind when you think of the word

Retirement?

©2026 Health Advocate

Phases of retirement



©2026 Health Advocate

1 Pre-retirement – Planning time

- An oncoming burden
- A distant paradise
- Current demands make it hard to plan
- Need to take action or they will be unprepared when the time comes

©2026 Health Advocate

2 The Big Day

- Smiles
- Handshakes
- Farewells

©2026 Health Advocate

3 Honeymoon phase – I'm free

- Retirement celebrations are over
- Getting to do all the things you have not had time for
- This phase has no set time frame
- Time frame will vary, dependent on how much previous planning

©2026 Health Advocate

4 Disenchantment – So this is it

- May feel let down
- May feel lonely and bored
- May feel useless and disillusioned

©2026 Health Advocate

5 Reorientation – Building a new story

- Involves self examination
- Who am I now?
- What is my purpose?
- Am I still useful?

©2026 Health Advocate

6 Routine – Moving on

- New ground rules
- New identity
- The new becomes familiar
- New sense of purpose

©2026 Health Advocate

Emotional stages of retirement

- Imagination (6-15 years before retirement)
- Hesitation (up to 3-5 years before retirement)
- Anticipation (0-2 years before retirement)
- Realization (retirement day and the year following)
- Reorientation (2-15 years after retirement)
- Reconciliation (16 or more years after retirement)

©2026 Health Advocate

Emotional stage:
Imagination

(6-15 years before retirement)

- Begin imagining retirement but not a top priority
- Begin to save money but often are not informed
- Feelings of anxiety, unsure and unprepared for future

©2026 Health Advocate

Emotional stage:
Hesitation

(3-5 years before retirement)

- Economic anxiety
- Begin to visualize retirement…
  ...question preparedness
- Start to re-evaluate choices
- May start to ask for advice

©2026 Health Advocate

Emotional stage:
Anticipation

(0-2 years before retirement)

- Excitement is building
- Feel on track
- Most are working with a financial advisor
- Can lead to anxiety

©2026 Health Advocate

Emotional stage:
Realization

(Retirement Day and the year following)

- Used to be called Liberation
- The recession has muted the euphoria of retirement
- Feel less empowered and adventurous
- Worry about having enough money to enjoy retirement

©2026 Health Advocate

Emotional stage:
Reorientation

(2-15 years after retirement)

- Comforting routines are in place
- Goals have been adjusted
- Happiness increases
- Those who are more prepared….are more confident

©2026 Health Advocate

Emotional stage:
Reconciliation

(16 or more years after retirement)

- May be more concerned about physical needs
- Continue to stay happy if socially connected
- Need to maintain a feeling of purpose

©2026 Health Advocate



Building a new identity: Who am I now?

- Developing a new identity
- Social support
- New hobbies
- Volunteer work

©2026 Health Advocate



Developing a new identity

- Need to find purpose through
- Personal interests
- Human relationships
- Creative mental activities

©2026 Health Advocate



Social support

- Reduces risk for cardiovascular disease, high blood pressure, cancer, osteoporosis, and rheumatoid arthritis
- Reduced risk of loneliness and depression

©2026 Health Advocate



New hobbies

- Retirement hobbies improve contentment
- Should be fun and relaxing
- Should manage stress….not cause stress
- Clubs and classes

©2026 Health Advocate



Volunteer work resources

- americorps.gov
- volunteermatch.org
- idealist.org
- createthegood.aarp.org
- unitedway.org
- globalvolunteers.org
- volunteerhq.org

©2026 Health Advocate

Your changing relationships

Retirement styles

- Lifestyle
- Parenting
- Friendship



©2026 Health Advocate

Lifestyle retirement style

- Couples may need to change patterns and to re-organize family duties. They may also miss privacy.
- Single people may feel the emotional strain of having to manage finances on their own and may feel lonely.
- Get an emotional check-up!!!

Lifestyle



©2026 Health Advocate

Parenting retirement style

- May need to replace family activities with friend activities
- May need to set boundaries for adult children
  - I am not the babysitter
  - I am not a private assistant

Parenting



©2026 Health Advocate

Friendship retirement style

- Friends increase feelings of independence and worthiness
- People in retirement need others to talk to that can share their feelings
- Maintaining friends in middle age is crucial to maintaining friends after retirement

Friendship



©2026 Health Advocate

Retirement dream

How will you spend your time?
Who will you spend it with?
How will you prepare to live your dream?

©2026 Health Advocate

HealthAdvocate℠
Caring for you in all ways. Always.

Thank you

Questions?

©2026 Health Advocate