

*Where do I go from here?*



## A New Look at Work in the Second Half

Are you at the point where you feel it's time for a mid-life career check-up or course correction?

Are you feeling bored and unfulfilled by your work?

Are you concerned about the prospect of change?

Linda Haines



Associates

If you can relate to any of these scenarios, you are like millions of other professional executives who are currently in or approaching the second half of their work lives and wanting to make changes.

New careers in the second half of life are becoming increasingly common in our society. The nation's pollsters have reported that a significant majority of the 78 million US Baby Boomers plan on working long beyond traditional retirement age. The reason, of course, varies by individual.

*"...unexpectedly large numbers of boomers are looking for purpose-driven jobs that provide them with both means and meaning."*

**Marc Freedman**  
Founder, and CEO of Civic Ventures

The MetLife/Civic Ventures Encore Career Survey, published in June 2008, defines the term "encore careers" to mean "a new stage of work for the greater good" in fields such as education, health care, government and nonprofit organizations.



*"New survey finds millions now work in encore careers that combine money, meaning and social impact."*

MetLife/Civic Ventures Encore Career Survey



The survey results indicate that somewhere between 6 to 9.5 % of US adults between ages 44-70 are currently engaged in encore careers, with nearly half of those not currently engaged in such careers indicating serious interest in doing so.

The data clearly show that there are now millions of Americans in encore careers, and tens of millions more who are interested in following their predecessors.

A new social movement led by aging baby boomers could have significant impact on our society.

**It's YOUR Second Half...**  
Are you where you want to be?

**Let Linda Haines Associates help you get there!**



## Executive Career Transitions...Getting From Here to Where?

Whether you have a desire to impact society, commercialize a passion or hobby, or simply try something different, you may be dealing with fears or concerns about your abilities to successfully launch a new career. Or perhaps you face one of these situations:

- *Changing financial circumstances*
- *Age discrimination in the workplace*
- *Need to master new skills*
- *Careers disappearing or being outsourced*
- *Changing lifestyle priorities*
- *Health issues*
- *Defining retirement: different work, part-time work*

## CHANGE

Each one of us has different motivators that propel us to change. Maybe the driving forces are financial circumstances or desired lifestyle changes. Perhaps you want work with more flexibility to pursue your interests. Do you want to undertake more meaningful work, or simply stay professionally connected so that you may be able to continue learning and growing?

Transitioning careers for the second half takes work. It's a process or in some cases a journey. When you work with Linda Haines Associates to embark upon a new career for the next phase of your life, we take you through a process of discovery, definition, and direction.



### DISCOVERY

We engage with you in a series of meetings, discussions and assessments. This process enables you to discover your wants, needs, likes, dislikes, strengths and opportunities at this point in your career.

### DEFINITION

We help you to analyze these findings and define what success looks like for you. You'll look at what you want in a new career and what you bring to prospective employers. We help you cast a wide net among your network to identify as many opportunities as possible. Socializing the possibilities with a wide group of people helps you to learn more about various roles, and gain feedback about your abilities relative to these roles so that you may begin the process of focusing your direction.

### DIRECTION

At this point in the process we will have narrowed down the possibilities. This helps us to establish a clear direction for you to follow. Together we develop a plan for you to execute so that you can be on your way to a new career. If, along the way, you need a little help with the implementation we can do that too.



**At the end of the process you will be able to see tangible benefits such as:**

- *A series of steps to help you uncover and explore new opportunities*
- *Clearly defined new career path and plan*
- *Opportunity to remain professionally connected and continue learning and growing*
- *Ability to leverage existing skills or learn new skills*
- *Potential to mentor younger workers*



Founder & Principal  
Linda Haines Associates

Please contact us if you have any questions or if you'd like more information as to how we can specifically help you with your career transition planning needs.



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