



Mini But Mighty Skills for Well-Being

Late-Career, Retiring, and
Retired Physicians: Paths, Perils,
and Possibilities



Meet Our Lead Faculty



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Learning Objectives

- Provide an overview of phases and paths for retirement planning and action
- Emphasize planning and reflection are career-long and life-long
- Describe key perils and possibilities at each phase



Context



- Planning has been part of how you have guided your career and overall life course
- Retirement can be enhanced when approached with perspective and planning
- Comments today apply to physicians engaged in any amount of clinical care, education, research, leadership, advocacy or other roles
- Physicians in practice focused settings or academic settings



Considerations Around Late Career and Retirement

- Health of self and family
- Personal or professional issues for spouse or partner
- Financial situations and needs
- Continuing or pursuing non-work goals, hobbies, or other activities

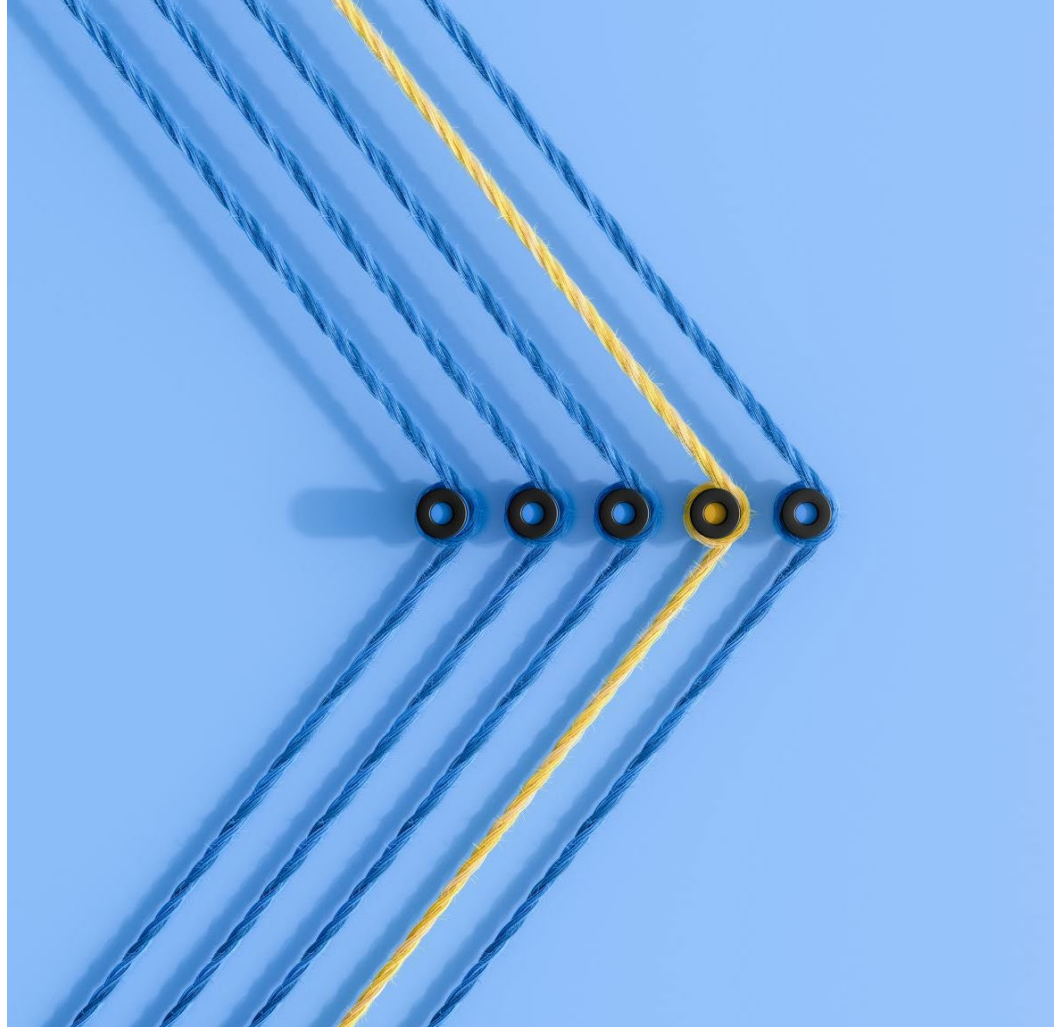


Considerations, Continued

- Career goals and legacy building
- Workplace and institutional leadership
- Presence of successor(s)
- Professional obligations



Timeline Phases and Paths Toward Retirement



- 5 years
- 2 years
- 1 year
- Retirement
- Next steps, phases and paths



5 Years Before Retirement

- Timing may not be clear yet
- For example, at age 60 to 62
- Health insurance - Medicare
- Work and home current situations
- Personal and professional goals
- Financial situation and goals



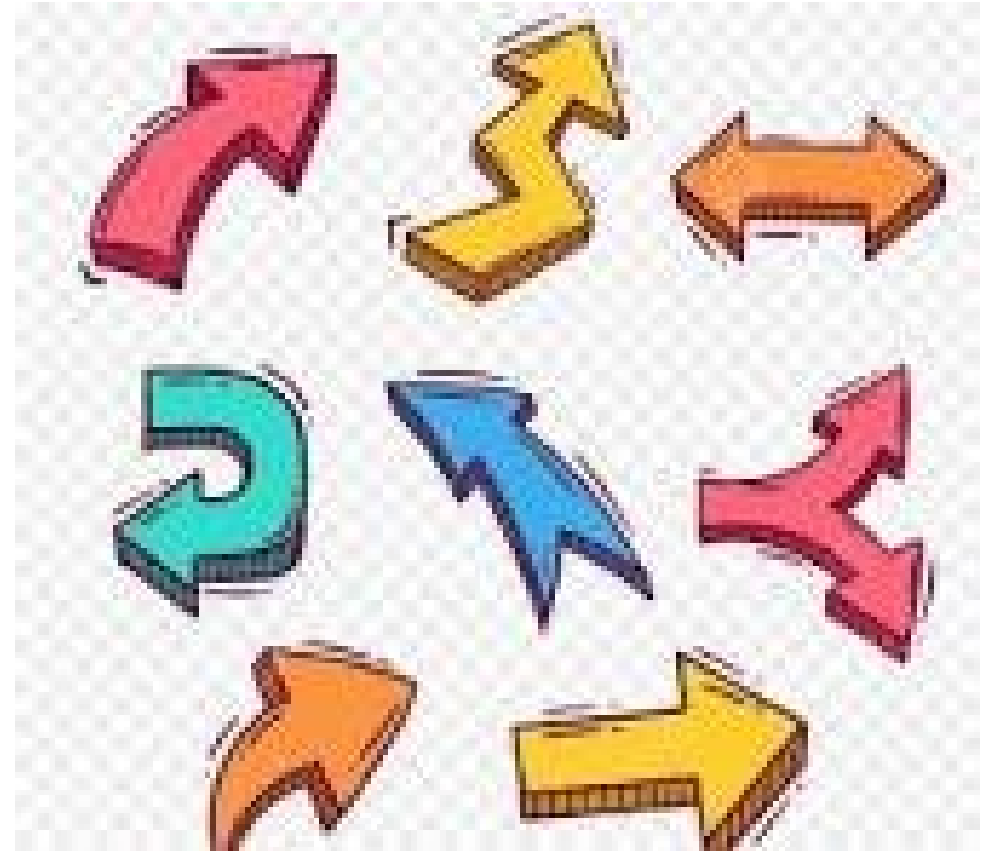
5 Years Before Retirement

- Research projects and grant duration
- Leadership roles at work and with organizations
- Teaching roles and expectations
- Practice roles and obligations



5 Years – Who can help?

- Human resources in your practice or academic setting
- Academic: School or University Faculty Development and Support Office
- Financial Advisor
- [Professional Coach](#) (ex. Individual or Group ACP Physician Peer Coaching)
- Colleagues – current and retired



5 Years - Perils

- Not knowing career 'off ramp' options in academic or practice settings
- Not knowing your financial status and requirements
- Making commitments but not able to fulfill them
- Lack of succession planning and hand-offs



2 Years Before Retirement

- Retirement options
 - Phased retirement
 - Part time
- Financial situation and needs
- Legacy
- Transitions of leadership, practice, education, administration, research
- Opportunities to sponsor and mentor
- Envisioning activities, interests, engagement post retirement
- Get advice!



2 Years - Perils

- Lack of clarity for personal goals
- Lack of clarity for professional goals
- Challenges in succession planning
- Can be difficult to hire
- Time consuming
- Challenge your sense of identity and purpose
- Not getting advice, information, coaching



1 Year Before Retirement

- Time will fly by!
- If not already, clarify your hand offs for your activities
- Consider if you want to continue any of these, and in what form:
 - Patient care
 - Education
 - Leadership
 - Administration
 - Research



1 Year - Perils

- Running out of time
- Handoffs won't be complete
- Post retirement steps not clear (if you want them to be)
- Clarifying how you will stay connected (if you want to)
- Work email and account access may stop; address this before retirement



Retirement as a Commencement

- Have a retirement celebration
- Consider this a commencement to your new phases
- Decide on how you want to engage



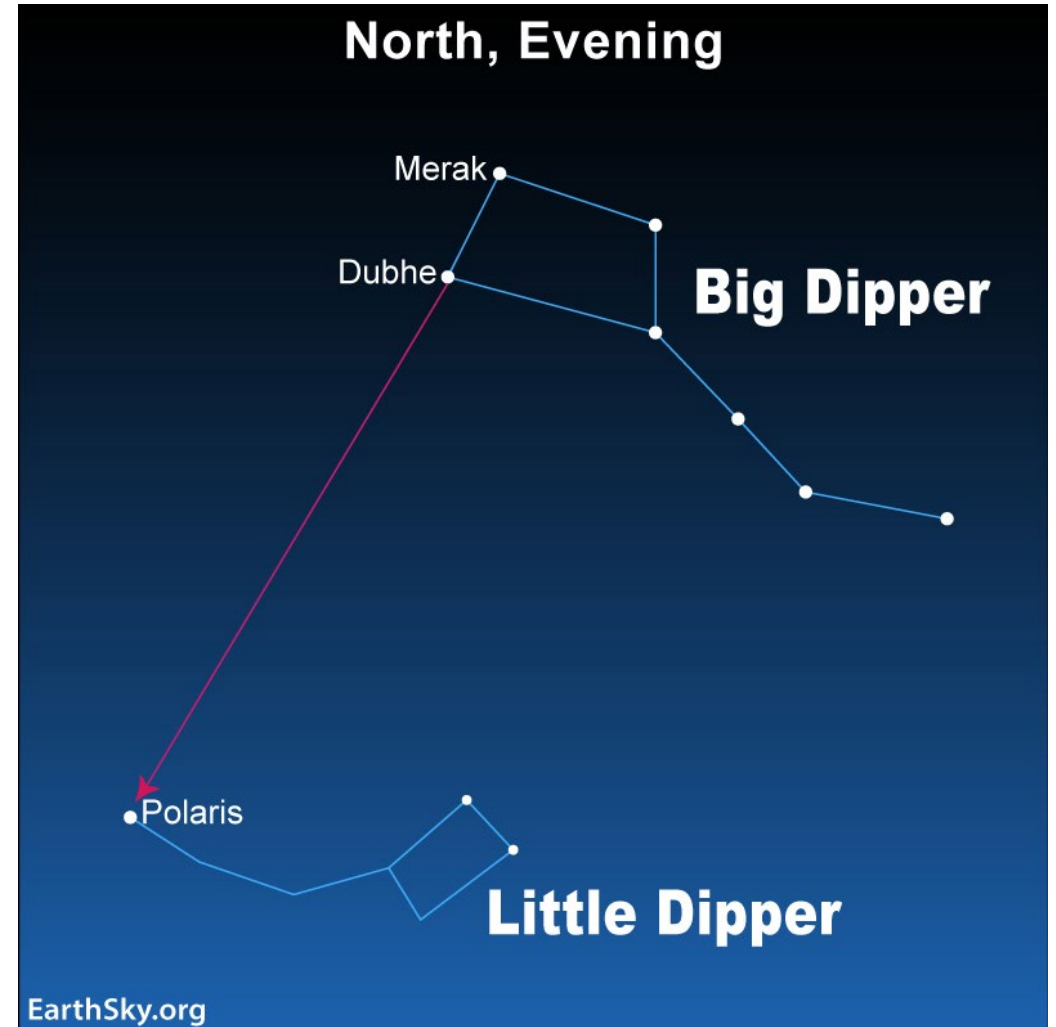
Retirement - Perils

- Loss of identity
- Loneliness and isolation
- Loss of work email, and work resource connectivity
- Lack of post-retirement visioning
- If your approach is to have specific plans – and not having any



Next Steps, Phases and Paths

- A time of liberation: no schedule
- A time of exploration and discernment
- Continuing to practice, teach, advise, mentor and/or do research in limited paid or volunteer capacities
- Staying connected with colleagues
- Continuing and enhancing your interests
- New learning and experiences including volunteer or community activities



Next Steps, Phases and Paths

- Enhancing time with family and travel if you wish
- Discerning your passion and your purpose
- Post retirement is a process, much like the pre-retirement process you just completed
- Offer to blend planning with simply 'enjoying the journey'

Is it the
journey
or the
destination?
Neither.
It's the company.



Sunset



- Reflect on your career and accomplishments
- Reflect on your family and your life outside of medicine

- Dolomites, Italy



Sunrise



- This is a new day
- You have traveled many paths
- You have addressed the perils
- You have many possibilities
- Enjoy and embrace what lies ahead

- Lago de Braes, Italy





Access additional well-being resources

www.acponline.org/minibutmighty

www.acponline.org/wellbeing

www.acponline.org/supporthub

www.acponline.org/coaching

