

## **Rocky Mountain Conference on Aging Aging in the Workplace**

### **Proactively Addressing the Holistic Needs of Workers Over 50 and their Employers**

Presenter Name: Margret Altmix and Paul Hedquist.

Presentation Date and Time: Wednesday October 24<sup>th</sup>, 2007, 3:30-4:30

#### Highlights

These two speakers describe how they have started a non-profit organization helping employers recognize what to do in the transition between work and retirement. They use a model they have developed with eight elements that are essential for a vibrant life after 50. These elements are: work, financial, social, family, purpose, resilience, relaxation and health. They offer employer services, holistic planning, online learning and community service, a self-guided workbook, coach-supported planning, and life and retirement planning.

1. The models they use are first to make an assessment of the person, ask them where they want to be, and the plan on how to get there.
2. Work and Financial.  
It is time to re-evaluate the workforce and if it there is a longevity bonus. In the past people would work up until they retire and then they would die. Now the times have changed a person works 10 years longer than they use to. The older person needs to start to have a planning process for their retirement. Once they are not working their benefits will go away.
3. Social and Family  
The number 1 predictor of retirement success is the strength of their social network. Families cannot replace a social network. In the family the relationship changes from care-giving to full-care, or long-distant care-giving. The person needs to develop new skills and boundaries and nurturing skills.
4. Purpose/ meaning and Resilience  
The purpose is to remember their dreams and develop their own mission statement. In order to be resilience is to deal with change and work on problem skills, humor and holistic health.
5. Relaxation and Health  
Recognize the importance of playing and relaxing when there is no job. If a form of relaxation/leisure is to play golf everyday, then relaxation/leisure becomes a job. Retirees need to learn how to balance the stressors and change. In health, the changes of the body are to maintain weight management, eat a healthy diet, to continue to exercise, and sleep.

Submitted by: Blu Jacobs, University of Northern Colorado, October, 25, 2007