

BONUS CAREER TRANSITIONS

An Investigation of the Drivers for Financially Successful
Men to Voluntarily Pursue Drastic Career Change After 50

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"it is not only the mid-life crisis anymore"

- There is new space for career transitions at later life stages.
- There is an increasing number of people choosing to start brand-new careers later on in life.
- Mindset: from pro-retirement to pro-work.

...but not all jobs are fit for them

Just being busy is not good enough

“Who I am is defined by the job I do [...] I know defining myself by my job is a really stupid way of seeing myself [...] when you have conversations with other guys, the first question they ask is: what do you do? (P2)

“for example, you are doing recruiting...then a tobacco company calls... you do it. Today I wouldn't do it.” (P4)

Triggers: “the current work is threatening”

- “I don't want to *be labeled as resistant*, as the old school guy who doesn't want to move forward [...] it is very unpleasant to be [labelled] as resistant, to be judged like this...because you *feel old* [...] in my time, I too had to provoke change...I have seen this 'movie' before”. (P7)

A fresh start fulfilled approach and avoidance motivations

"Am I retired? Nope. I am building and decorating houses to sell. I don't say that I am retired because I am not. In fact, I feel like I am retired. And it is not a pleasant feeling." (P6)

"Normally, there must be some sort of clear advancement, you have to keep changing. Money, satisfaction, realization in life and work, and so on..." (P4)

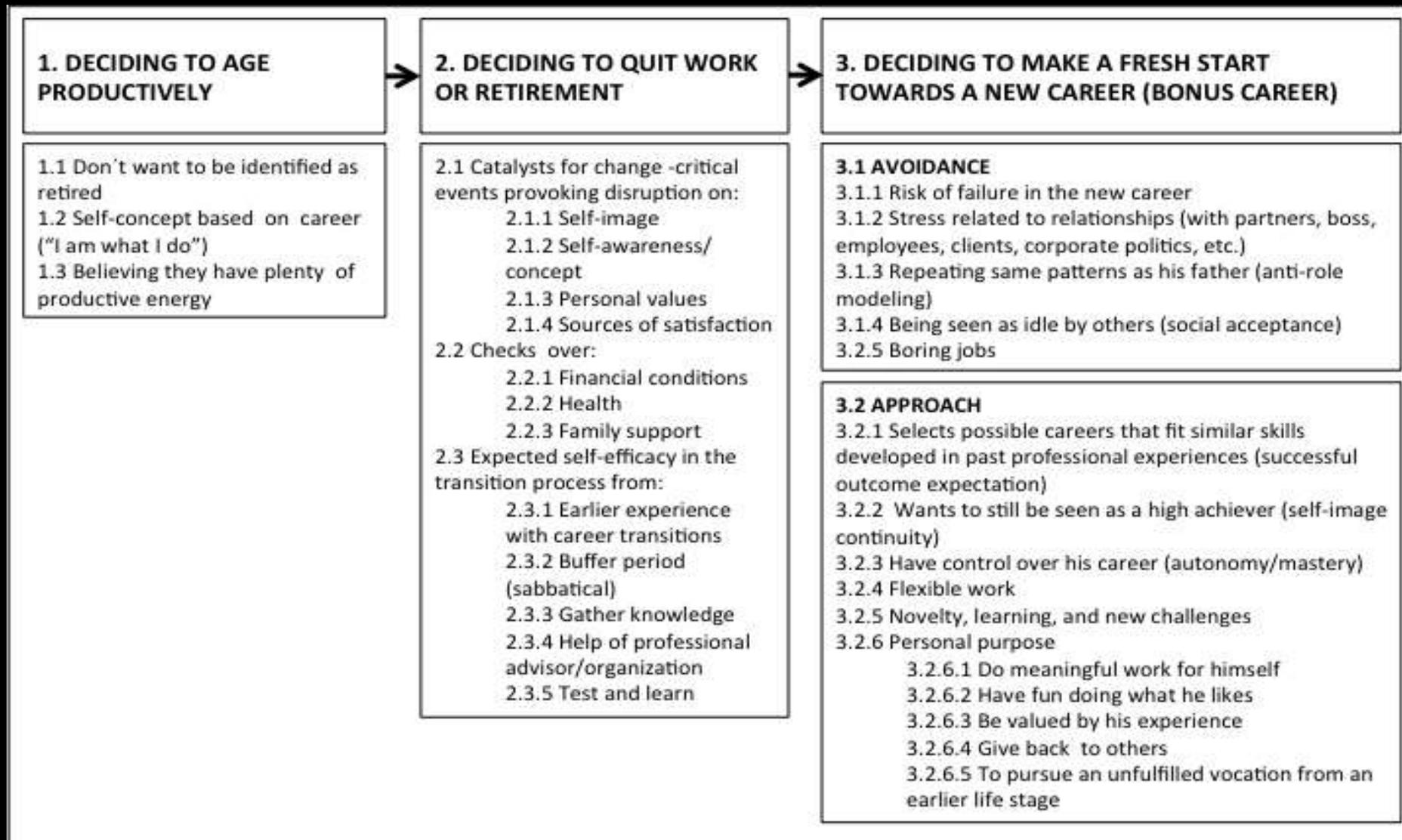
Late life change could also mean an attempt to rekindle previous callings from early life stages

- “Marco Polo”: the story teller kid becomes a teacher
- The kid who wanted to be a priest becomes a spiritual healer
- The student who admired his teachers became a professor himself

Expected self-efficacy worked as an important driver for the transition.

The fashion designer becomes a decorator: *"I have always worked with beauty, with design; it is the same to dress a woman and a house. So when you work with decoration, you deal with texture, fabric, it is a very similar process. The creative job is very much alike."* (P6)

A model for decision making in bonus Careers



Conclusion

Foster self-awareness in all stages

Career advisors and organizations should foster narratives and reflection about personal values, meta-competences and skills in every career stage.

“The trouble is, you think you have time”

Shakyamuni Buddha – Sutras

Thank you

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