



We flourish when we immerse ourselves in relationships and pursuits which are intrinsically satisfying and give us optimal wellbeing.



## Reap the Rewards of your 3rd Act

Retire & Flourish has researched, designed, developed, and widely tested our unique retirement resources for Australia to create a personalised approach to your *3rd Act*.

The Retirement Compass enables you to reap your rewards, enrich your relationships and find the right locale for a fun and fulfilling *3rd Act*.

## The Retirement Compass Workshop

**The Retirement Compass** is a powerful tool for making the important decisions for our *3rd Act*, with confidence. Simply choosing goals or asking ourselves *'What will I do?'*, will not ensure a fulfilling *3rd Act*. As we move from a familiar past to an unfamiliar future, it's vital to know what we *'bring to'* our *3rd Act*, because that's how we'll reap the rewards that give meaning to our lives.

The Retirement Compass is a reusable resource, which includes

- **Rewards that are personally energising for you as an individual**
  - rewards that go hand in hand with pleasure and better health
  - rewards that enable you to cope better with the issues that arise
  - reward to enjoy with others
- Your **Retirement Compass Profile**, a personalised resource kit, based on your completion of an online validated questionnaire.
- **Guidance on reaping the rewards for your *3rd Act*, by using your Retirement Compass to choose**
  - new activities that energise and re-energise you
  - exchanges that increase your ease and rewards with others
  - your ideal locale for an authentic, fulfilling *3rd Act*.

## Your Rewards from the Retirement Compass

- **Energy** boost to create purpose and pleasure
- **Focus** and new direction
- **Pleasure** - sheer pleasure enjoying who you are
- **Clarity** around what matters to you and why
- **Partnerships** — Better understanding and respect for the power of what guides your actions and those of your partner and friends
- **Protects** against rear-vision gazing - fewer regrets
- **Resolves** dilemmas
- **Acceptance** of the power of other people's *'Energisers'*

## It's easy to be distracted by retirement myths



### Retirement is one long holiday

Some people see retirement as an extended weekend. But weekends only work because they are a relief from the working weekdays. Once you think that retirement is an extended weekend, it's easy to lose your frame of reference, be beset by health issues and lose energy. Leisure alone won't sustain us in our *3rd Act*.



### Retirement is all about money

Having taken care of their finances, some like to 'sit back and take it easy'. But money is just another of our resources, albeit an important one, for a high quality life, just as a theatre stage is a platform for a play. Money is like our platform, our stage - it's up to us what 'play' we perform on that stage. So having money is just a good start.



### I'm so busy, I don't know how I had time to work!

Many think staying busy will satisfy them and give them the sense of usefulness they want, but find instead that their energy is drained. Busy-ness of itself does not give life meaning in our *3rd Act*. Pleasure and better health come from activities which are personally meaningful.

**Retirement myths are traps which distract us from discovering what's truly satisfying.**

# Retirement is a crisis in the expression of our personal energy

Work energises us by giving us an outlet for our purpose, a sense of worth and usefulness. Work gives us forward momentum.

Retirement shuts off the rewards work gave us. Most importantly, retirement shuts off the 'energising' which work gave us. This is the crisis of retirement.

This crisis usually takes about 6-18 months to fully surface, after the initial 'honeymoon period' ends. Typically, a retiree at this point languishes if they don't know: how to reward themselves each day; what they have to give others; the support they are looking for from others; and the locale in which they can flourish.

## Expressing our personal energy in our retirement goals

The solution to this crisis is to find activities which give full expression to our personal energy. While we have a strong sense of ourselves now, most of us haven't ever had to 'drill down' to exactly what motivates us. We lack quick access to new ways to grow and to understand what could reward us. We often hide these things from ourselves.

### *Energisers* motivate us



*Energisers* are our often hidden sources of energy, loaded with feelings. When we **know and actively engage our Energisers**, we are rewarded. For example, if we have *Benevolence Caring* as one of our Energisers and give someone the care we see they need and they accept it, we feel rewarded. If our *Benevolence Caring* is rejected, we feel defensive.

There are 19 possible *Energisers* identified by a leading academic researcher in empirical motivation, peer reviewed and validated across 70 different cultures.

- We each have our own unique group of *Energisers* that is our 'blue print' and most of the action in our lives comes from our top five *Energisers*.
- Mostly our *Energisers* are hidden from us because they are like the lens in our eye. We see *through* our lens, we don't see the lens itself.
- When our *Energisers* are revealed to us (through the validated questionnaire), we are able to choose how and when we activate our *Energisers*, rather than happen on them occasionally 'by chance'.
- This is why *Energisers* are so important for our 3rd Act. They empower us to choose our activities wholeheartedly, because we recognise that these activities arise from deep convictions that give meaning to our lives — and so reward and energise us.

## The Retirement Compass identifies your Energisers

The Retirement Compass works by identifying your individual combination of *Energisers*.

To reveal your Energisers, you answer our online questionnaire, from which Retire & Flourish generates a personalised 'gift box' of your Energisers which includes:

- what each Energiser is looking for
- how to reward it
- what each Energiser can give to others and the support it seeks from others
- the locale in which each Energiser can flourish.

Your Retirement Compass shows you how your Energisers combine and how you can use them to create your plan for an energised *3rd Act*.

What is especially powerful about using this tool for your *3rd Act* is -

- Your Energisers are action oriented
- Once you know what rewards your combination of Energisers, you can choose satisfying activities with ease
- Because the combination of Energisers is unique for each individual, so your activities will be specific for you
- You stay in control to create a *3rd Act* that's right for you

**The Retirement Compass is your powerful tool for making the important decisions in retirement, with confidence. It's value lies in reaping your Energiser rewards every day in your *3rd Act*, with ease and pleasure.**

## What people tell us about the Retirement Compass Workshops

### 1. Focus and New Direction

*I'm finding the results of the workshop very helpful in being **aware of why I am feeling a certain way** and **this liberates me to deal with the dilemma in an intellectual way rather than an emotional one**. It also helps me to validate courses of action, e.g., Should I wash up and tidy the house now (Personal Security and Face) or use the opportunity to paint fabric for a quilt whilst the sun is out (Self-Directed Action, Stimulation and Achievement). Put like that I had no problem painting and was thrilled with result! So all is going well - thanks for the insight and the tools to implement it.*

*Recently, I pulled back from activities I was doing out of a sense of duty, rather than for pleasure. I was asked to supervise a car rally on a day that I was to see some friends I see only a few times a year. **Instead of agonising over it – I just said, no I'm sorry I'm not available straight out. Didn't justify myself. I felt really good about that.***

***I don't think it's changed my goals so much as how I might look to achieve them.** I've always had goals, like this van travel. I really want to do it. Now I see that this needs to be a central goal or need in itself, not just fit around everything else.*

***I'm constantly aware of my need for stimulation now.** I met some friends for lunch the other day. Rather than going straight home, I decided to walk around the shops to see the new summer clothes. I was aware that I was prompted by my need for Stimulation, not because I was tempted to buy. And I didn't buy a thing, but really enjoyed it.*

***It's given me a really good focus on what I'd like to do and where I'd like to be.** I was going though the roles and I'm very pleased with myself. I've ticked off a couple of things I've actually put into place.*

***It made me sit and focus and think about it.** I thought, just get on and do stuff! So interesting looking at my Energisers. There were no low points, the day just flew. I couldn't believe it was a quarter to 4!!*

***You have so many choices when you retire – I wanted to know, which is it? What's right for me?** In the workshop I realised, that a lot of what I'm already doing is right – it confirmed and validated a lot of the choices I've made. Then the workshop showed me how I need something else. Something that will recognise another Energiser that I am not recognising right now. I then had a whole lot of new ideas about the Energiser.... I just wrote everything until something became clearer (referring to continuous writing exercise and discussion with another workshop participant). A simple project .... **All I needed was that one idea that was me, and not try to head off into directions that are not really me.***

***It gives me certainty in dealing with others knowing I'm doing it for right reasons,** for example, I was asked to assist with an iPhone course and I'd been resisting it. But I thought, well, I have Benevolence Dependability as a top Energiser, so perhaps I'll give it a go. And I had great fun and learnt heaps. I also spend and enjoy more time with the grandchildren.*

## 2, Sheer Pleasure, Boost Energy, Enjoy who I am

**Using my energisers has given me so much pleasure**, that now I look forward to my retirement. These energisers changed my life. I know what I'll enjoy and why.

*I feel so much more at ease since the workshop. I used to avoid my neighbour and now I know she just has to be that way and I accept it. I can now greet her in the street. I used to be upset that my partner did not empathise with me about her (the neighbour) but I realise that he doesn't have my Energisers so it's really never worried him. And I have been upset with my sister these past three years because she didn't support me when I needed it. Now I know why and it's OK. I'm enjoying everything and everyone much more.*

*It's (the Retirement Compass process) almost like recognising and giving a name and description to some of the things you are doing that seem amorphous and unimportant. But they are important. ... **It's uplifting.***

**My Compass has been extremely helpful. It's provided a tool for me to look more objectively at my emotions and reactions.... to get a better balance.** Yes, it has given me **a better sense of my strengths.** It's actually crystallised what I've subconsciously known about myself. It's also given me a way of expressing those things. I would never have looked at myself before the workshop and known I'm being frustrated because I can't do what I want, and that's why I've got no energy. I would have just thought I'm having an off day.

**What I really liked on the day was that I got my own personal compass.** I like the survey and how you used it. I could see all the work behind the scenes. I really appreciated it more why we filled out the survey.

**I realised at the workshop that I can't just go from work to retirement without a plan** (Self-Directed Action and Self-directed Thought). I put together a 5-year plan – a structure about what I wanted and how to get it, did the research and then got on the phone to the people I wanted to volunteer with. On my sixth attempt – success. I've deliberately postponed my Hedonism – not the day to day stuff, but the living in France for 5 months.

**I use by Compass as my 'Alexander'** (referring to the Alexander technique for being mindful of posture). It's great. I'm thinking all the time.

**It's changed the way I think about what I'm doing in my everyday roles**

*I've just realised that my keeping fit is important to me, my security, but it's also feeds my dependability – I want to make sure I'm here for the long ride. **Realising it's important and making room for it.***

*I learnt so much, not only about myself and my energisers, but also how to apply this knowledge to my daily life and the choices that I make. The seminar fine tuned my self awareness, and **I was amazed at how accurately my survey responses truly reflected who I am!** I have been telling everyone who will listen about Retire and Flourish!!*

### 3. Clarity

*Although I'm doing things instinctively, I **have much more clarity that they are right for me.** It was just the 'tune-up' I needed. I've taken on bike-riding and building a group around that (stimulation) and I've undertaken a history of my father's time in New Guinea and getting in touch with the people who have the family papers (independent thought/action and connecting to skills as an archivist).*

*I **didn't realise what a big thing this security is for me. It's enormous.** And if ever I feel anxious, and I don't know why, I know it's basically a security thing. Now I can walk along the beach and not get enraged about every dog who's off their leash. Who cares? I don't need to get upset. I was getting caught up in rules and regulations.....*

*I thought I knew myself quite well—but I've gained more insight. I feel like it's given me **permission** to do what's good for me without feeling guilty!*

*You just wonder where (that behaviour) comes from, and you've got no idea. **In the past I never planned a thing because I thought, 'It's not going to happen'. And now I've been planning all weekend!!!! I would never ever do that before.***

*I **wasn't doing the things which energised me.** I sort of would, but what I didn't actually understand was what was it about those roles that would energise me. Now I know and I can be specific about what I want to do on the film committee.*

*I wouldn't have even thought like that before the workshop. **It's changed the way I think about what I could be doing in my everyday roles.***

*I **didn't realise that I was so self-directed. I hadn't really understood the implications of it. And I got that at work.** At work, I never wanted to be managed closely, I liked to run with things. My manager said well, the problem with that is that you rise or fall on your own. You want to run and be responsible for it, and then (the outcome) is all on your head. (Did you like that?) Yes, I loved it. I'm just wondering what (partner) might learn about himself (laugh). It's making room for it. Realising it's important and making room for it.*

***This Conformity Rules has also been a big thing for me. Now I just let it go and it feels fine because I realise it's a waste of energy.** It's freed me up. Now I often don't say anything when I'm gobsmacked! (Partner) has noticed a huge difference. I'm less judgmental. I just know that the other person is driven by something else.*

***I'm more aware of what my neighbours need so I've been enjoying** collecting seed so that they can propagate them in their gardens. I really enjoy feedback from gift of seedlings – knowing I'm making a difference; seeing neighbours healthier because they are eating the turmeric.*

*Thank you very much indeed for the **really excellent presentation** this morning. Everyone in the group was hanging on every word and there was so much discussion afterwards. The group usually disappears straight after the meeting but everyone was really engaged in the topic. A number of people thought it was one of the best talks we have had and just so relevant to all we do. I thought there was a really good feel in the room. There was some good banter and all in good spirit.*

*Loved today. Thank you so much. Great insights again and very powerful. Much appreciated.*

## 4. More enjoyable Partnerships

*Now I can think about the balance and respect what's really important for him.....I no longer feel undermined.... and I don't resist anymore.*

*I'm very influenced by (partner). His top Energiser is Universal Nature. For me, the family and friends was so high and I realised that's what I want to do because I want to do it, and it's the right thing for me right now. I now know I'm not just doing it because he's not. It's a choice I'm making, and he's not. I don't feel resentful. I needed to explore myself. And now I can think about the balance and respecting what's really important for him. Respecting that. And the same with me.*

*It's taken the pressure off because I no longer feel I should be interested in what he's doing. I'll help him, but I don't have to make it my thing. It's given me the confidence to take a firm position - knowing it's right, and why it's right for me.*



*I didn't even know I needed this and yet it's made an enormous difference to us. He now (and me too) know why Personal Security is so important to me and he supports me so that I no longer feel undermined. He was always late .... resisting getting things done. Now he's really supportive.*

*For me it's acceptance. I used to get upset with partner's permaculture and now I think it's fine. I even get interested. As a result he doesn't go on and on about it all the time because I don't resist anymore.*

*I've learnt by observing over the past few months. Since the workshop I have been putting together threads of how we use our time and balance our Energisers. I've realised the impact that some of my decisions have on partner, and perhaps pulled back a bit.*

*I came to this workshop to get some hints for my partner who needs to retire. Now I understand our dynamic and know it's me who needs to initiate my own retirement and not wait for him!*

## 5. A Reusable Resource

*The Retirement Compass is very useful going forward – I can see myself using it over again each year. See that this has changed, that's changed. How is what I'm doing recognising those different drivers in my life. I'd use it as a mirror. I have that view of myself through the drivers and this is what's happening. Is there a match, or have you lost part of it? The more difficult ones (Energisers) are the important ones. They are the things that get left off. It was definitely what I got at work. Not endless discussions with X (partner). I need another outlet that does allow me to set my own agenda. I've always liked understanding more about myself.*

*What is different about this one..... a friend was asking me well, how is it different to Myers Briggs? Well M-B is very much to do with work.... This is about you as an individual. And how the Energisers interact. That's really important.*