

ENCORE ELEMENTS

What are your **motivations** for pursuing an second act or encore career (eg. work in retirement)?
Read through the list of elements and descriptions, then go through again and rate the elements based on how important it is for you. Jot down any thoughts or comments about what the essential motivations specifically mean for you.

**Ratings Scale: 1=Essential 3=Somewhat Important 5=Not of interest*

| ELEMENT | DESCRIPTION | *RATING 1-5 | Comments "What does this look like for me?" |
|--|--|----------------|--|
| <input type="checkbox"/> ACHIEVEMENT / CONTRIBUTION | Tangible outputs from your work; opportunity to excel; an element of competition and reward; feeling productive or a sense of being needed | | |
| <input type="checkbox"/> AFFILIATION | Being part of a group with a common goal; finding people who share my interests and values | | |
| <input type="checkbox"/> ATTRACTION | Pursing a "passion"; doing the work I've always wanted to do; having fun and feeling satisfied; work as 'play' | | |
| <input type="checkbox"/> AUTHORITY / LEADERSHIP | Ability to influence or impact things; having significant input to key decisions; being in charge of something, being the boss of others | | |
| <input type="checkbox"/> AUTONOMY / ENTREPRENEURIAL | Be my own boss, work independently; starting, organizing, and managing my own enterprise | | |
| <input type="checkbox"/> CHALLENGE | Stimulating my mind; solving problems, being analytical | | |
| <input type="checkbox"/> COMMUNITY / SOCIAL | Work with strong community component or public exposure | | |
| <input type="checkbox"/> COMPENSATION | Earning an income (full or part-time); need for health insurance or other benefits | | |
| <input type="checkbox"/> ENGAGEMENT | Do something interesting, staying challenged and feeling inspired | | |
| <input type="checkbox"/> ENVIRONMENT | Place and/or pace of the work; indoors/outdoors, office/ home; a change of scenery; aesthetics | | |

ENCORE ELEMENTS, CONTINUED

| ELEMENT | DESCRIPTION | *RATING 1-5 | Comments <i>"What does this look like for me?"</i> |
|--|---|----------------|---|
| <input type="checkbox"/> EXPERIENCE | Building on my past professional experiences; leveraging what I know, contributing by using my innate skills and talents | | |
| <input type="checkbox"/> EXPRESSION | Having a sense of originality and inventiveness in my work; artistic endeavors | | |
| <input type="checkbox"/> LEARNING | Develop new skills, continuing to learn and adapt | | |
| <input type="checkbox"/> LEGACY | Doing something that extends to future generations | | |
| <input type="checkbox"/> MENTORSHIP | Teaching, coaching and inspiring others | | |
| <input type="checkbox"/> NOVELTY | Work that involves new or unique experiences or risk taking | | |
| <input type="checkbox"/> NURTURE | Work that supports or sustains others | | |
| <input type="checkbox"/> ORDER | Doing work that involves systems, planning, order and organization | | |
| <input type="checkbox"/> PURPOSE | Having a meaning in my life; feeling fulfilled; work that is strongly in sync with my personal code of ethics | | |
| <input type="checkbox"/> SOCIAL RESPONSIBILITY | Giving back by working on an issue or social problem that matters to me; making a unique contribution to society | | |
| <input type="checkbox"/> STABILITY | Work in a field that is considered stable and relatively "secure" | | |
| <input type="checkbox"/> STATUS | Social desirability or prestige of the work; doing work that is highly lauded by my peers | | |
| <input type="checkbox"/> STRUCTURE / TIME | Need for flexible schedule vs. need for predictable routines; degree of certainty vs. ambiguity you can tolerate in your work | | |
| <input type="checkbox"/> TRAVEL | Degree to which travel figures in to the work; type of travel desired | | |
| <input type="checkbox"/> *OTHER | Any other element unique to you or your situation? | | |