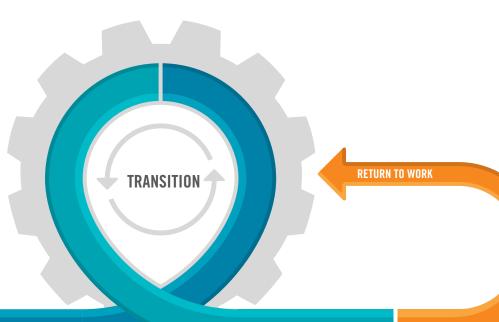
Shifting Gears:

Stages of Change in Late Career Transition and Retirement



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Not ready

 Not ready to consider transitioning or retiring from work.

CONTEMPLATION

No firm plans yet

- Thinking of making changes.
- Anticipate either transitioning to part-time practice or retirement.

PREPARATION

Begin planning process

- Create a transition plan.
- Discuss/enact specific changes in scope and extent of practice including Clinical, Academic, and Administrative work.

ACTION

Active steps

- Decrease scope and extent in some or all sectors of current medical practice.
- Expand leisure and/or recreational activities.

RETIREMENT

Not working in field of medicine

 Evolve range of leisure / retirement activities.

Echo Career

- Leverage from prior skills and experience but typically less demanding and more flexible.
- Examples may include surgical assist, clinics, and medicolegal work.

Encore Career

 A second career that involves paid or unpaid work unrelated to their original career.

Return to Work

Some physicians will choose to return to work after a period of retirement.





