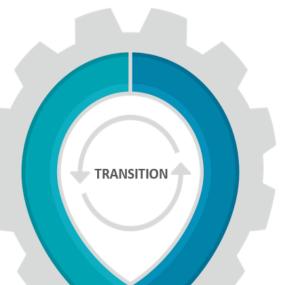
ShiftingGears:

Stages of Change in Late Career Transition and Retirement



PRE-CONTEMPLATION	CONTEMPLATION	PREPARATION
Not ready	No firm plans yet	Begin planning proc
 Not ready to consider transitioning or retiring 	 Thinking about transitioning to decrease 	Create a transition plan Discuss/enact specific

transitioning to decrease in scope of practice or retirement.

process on plan. · Discuss/enact specific

changes in practice scope/extent (may include Clinical, Academic, and/or Administration foci)

ACTION

Active steps

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

RETIREMENT

Not working in field of medicine

Expand leisure and/or recreational activities

Echo Career

- Leverage from prior skills and experience but typically less demanding and more flexible.
- Examples: Surgical Assistant, Clinics, Teaching, Research, and Medical-Legal work.

Encore Career

 Unrelated to original medical career.

Return to Work

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



from work.