

 -PURPOSE

# The Encore Career

Is it for you or your clients?

Tuesday, August 9, 2016

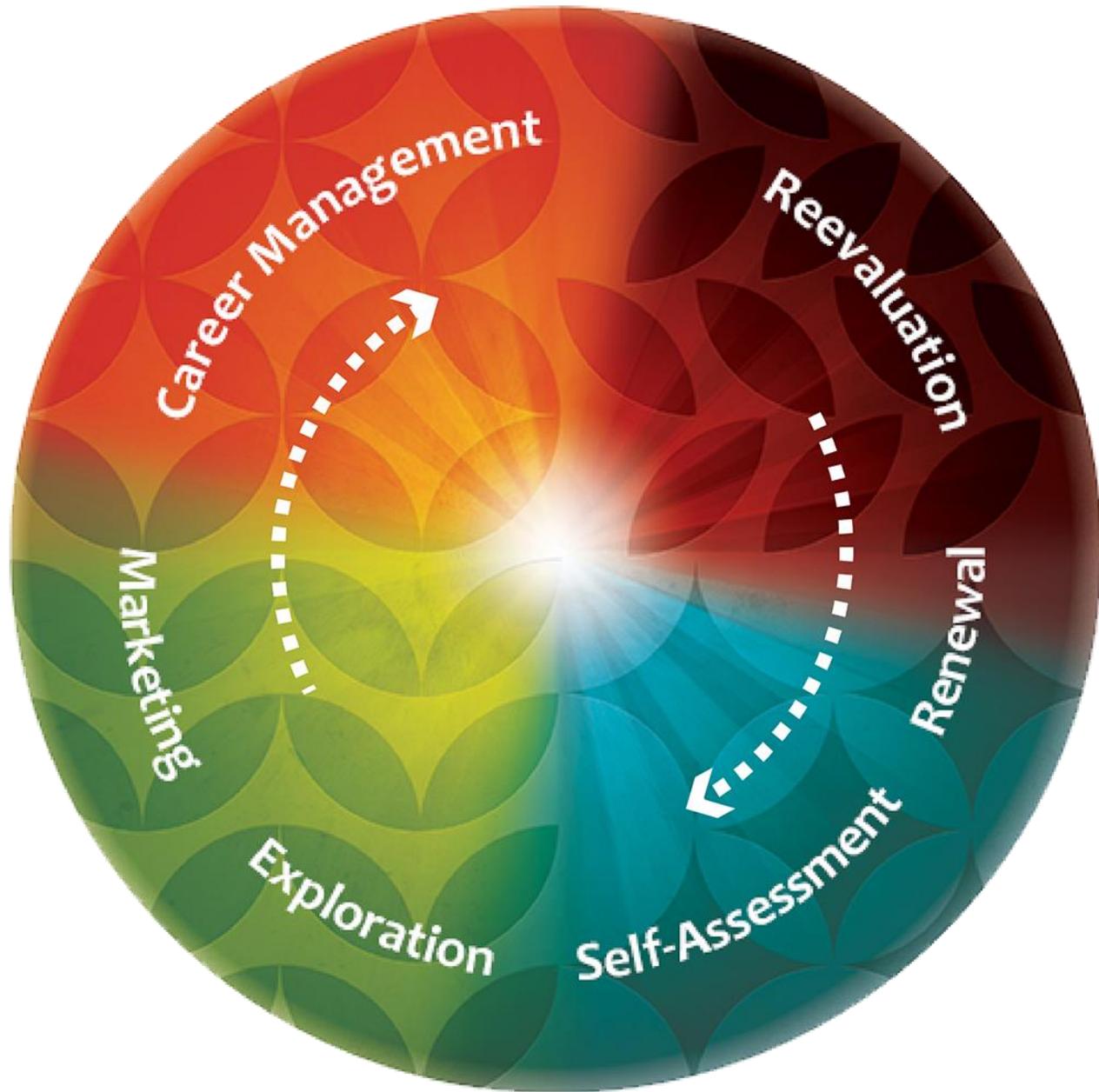
Linae Bieber, Career Resource Network

# What is an Encore Career?

- The next step after a first or primary career
- Encore or Job/Position Change
- Types of choices
  - Volunteer positions
  - “Bridge” jobs—retail and customer service
  - Pivot career/job
  - Portfolio career
  - Small business
  - Non-Profit
  - New direction

# Why haven't I heard much about this?

- Relatively new phenomenon—especially in North Dakota
- Signals a new understanding of human development, especially in adulthood
  - Adolescence didn't “exist” until the 1930's!
  - Retirement came into existence in the late 1950's, with increased US affluence and creating of “older adult communities”
- Two new social realities
  - Many people of retirement age need to continue to work
    - Financial need
    - Mental/social wellbeing
  - US society needs the contribution of the large baby-boomer population



Take a look at Centerpoint's

**How the Career Process *Really* Works**

- ⦿ Where are you in this cycle?

Take a look at Centerpoint's

**The Natural Cycle of Change**

- ⦿ What appears helpful?
- ⦿ What's scary?

Carol Vecchio  
Centerpoint, Inc.

# What does the process look like?

- Awareness that things are changing
- Questioning—what do I want and need?
- Research—what are other people doing about this? What is open to me?
- Self-assessment—what are my values, interests, abilities, skills and experiences? What is my tolerance for risk and uncertainty? Financial considerations and prior experience with change?
- Transition—real change sets in!
- Experiments, trying things on, training
- Encore career!

# What's the Next Step?

- Dreaming into your next life
  - What does it look like?
  - Where are you living?
  - What are you doing?
  - Who do you see everyday?
  - What do you think/feel about it?

# Visioning Processes

- Opening questions and questionnaire
- Mindmapping exercise

# Other GREAT Resources

- RUReadyND.com
  - *Interest Profiler*
  - *Work Values Survey*
- [www.16personalities.com](http://www.16personalities.com)
- Career Cluster Survey
  - *Career Outlook or RuReady*

# Information Sources

- Career Outlook Magazine
- Annotated Bibliography of Books
- [www.RUReadyND.com](http://www.RUReadyND.com)
  - Free account created for you—login and password card
  - Oodles of career, financial and education information
- Additional graphs, etc.

# Unsolicited Advice!

- Your comfort with taking risks needs to be honored
- Avoid the “quick fix”
- Allow yourself plenty of time
- This transition is about putting **your life at center stage, rather than your career.**

# Questions and Wrap Up

- Share
  - What worked for you
  - What you would change
  - What you will use going forward

***Thank you SO much!***

# Profile: Ken Forkish

- **First Career**
  - Telecommunications and Internet Marketing
- **Transition**
  - Trained in France and Minneapolis to bake artisan breads
- **Encore Career**
  - Ken's Artisan Breads and Pizza (2 businesses)
- **Future Directions**
  - Book for Home bakers

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