

UNOG Staff Counsellors
Office (SCO)

UNOG & ILO
Pre-Retirement
Seminar 2025

1 October 2025

3:00 pm

Getting ready for retirement



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GENÈVE



UNOG Staff Counselling Team



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Objectives

- Recognize the emotional part of retiring
- Understand the emotional stages of retirement
- Look at some strategies to help yourself.



Retirement transition



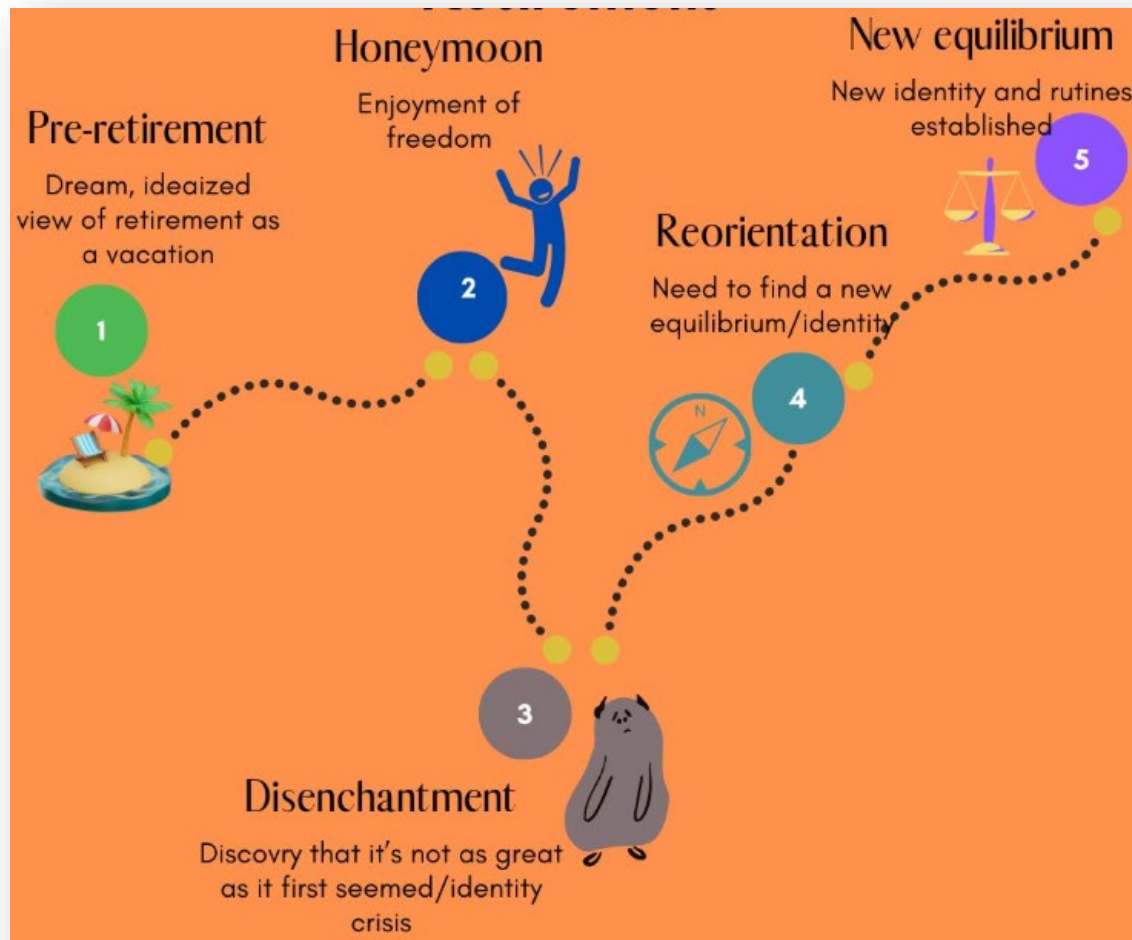
How are you feeling about your **transition to retirement?**



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The 5 emotional stages of retirement



1. Pre-retirement
2. Honeymoon
3. Disenchantment
4. Reorientation
5. New equilibrium

1. Pre-retirement stage

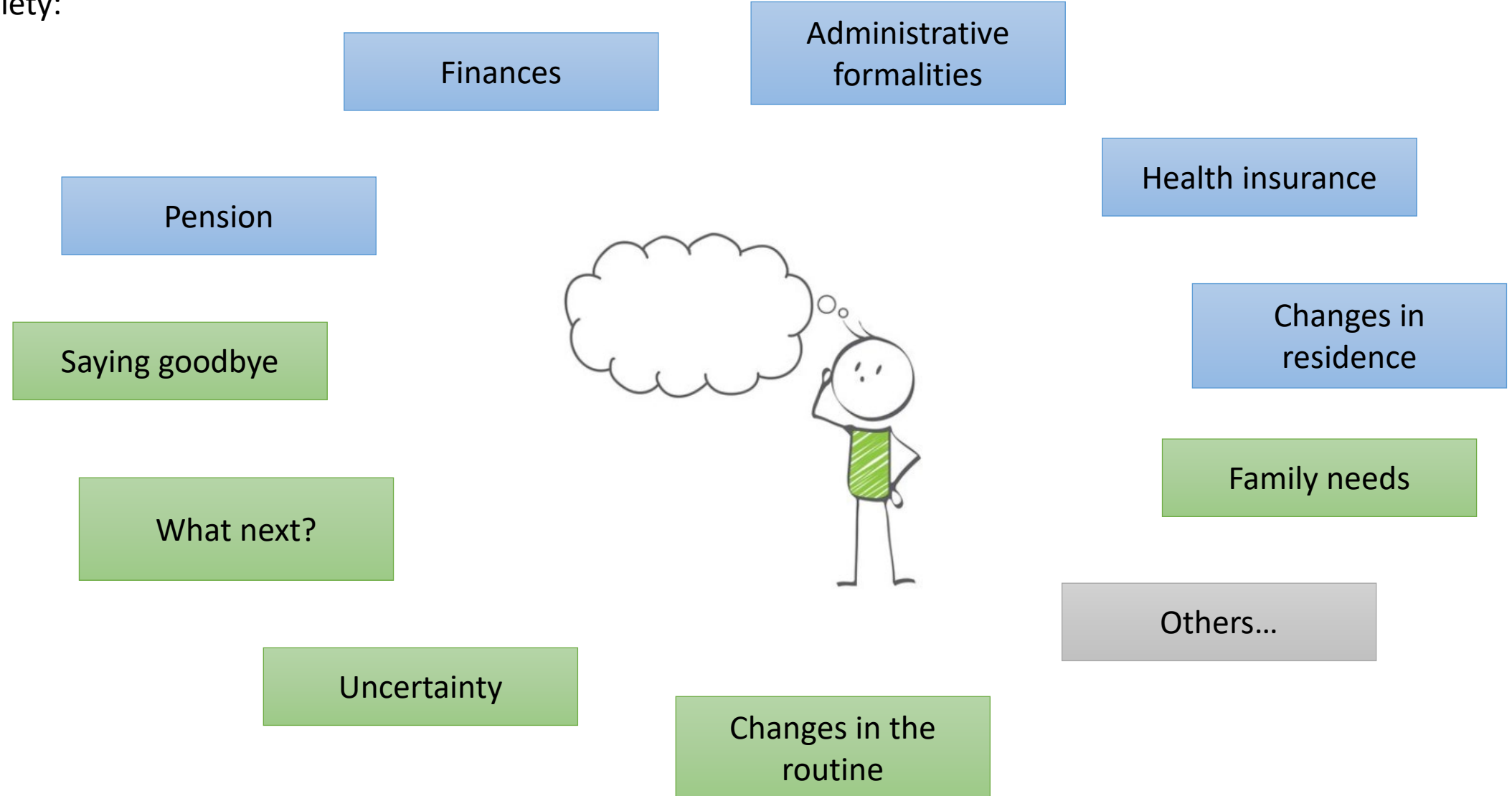


- Several administrative formalities to complete which can be stressful
- Time for planning
- Expectations. Anticipation of freedom and new opportunities

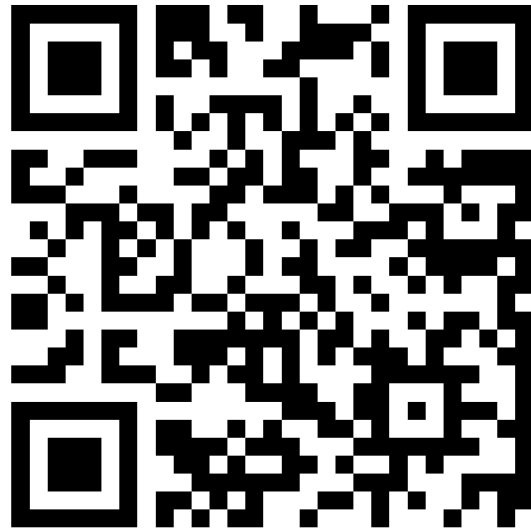
Common **feelings**:

- Happiness and excitement
- Anxiety and fear regarding the future (ex. financial, health, companionship of family and friends)
- Overwhelmed by the formalities
- Sadness (ex. to say bye to colleagues, change in routine, loss of identity).

Potential sources
of anxiety:



In one word, what are your main source of stress?



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Be kind to yourself by acknowledging your efforts and progress.

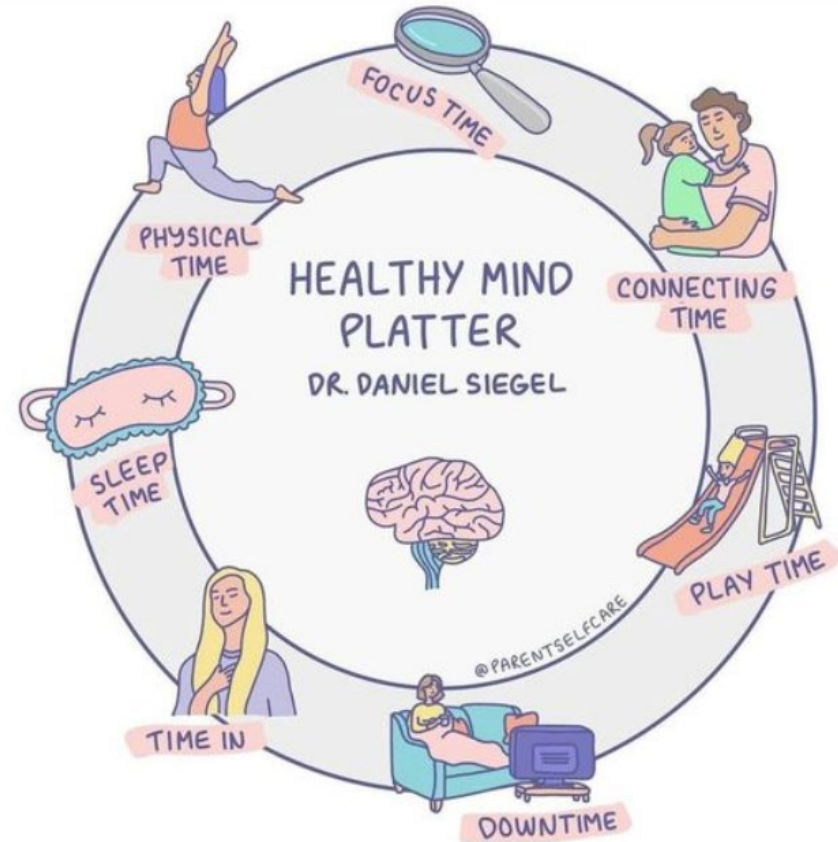
Do not hesitate to ask for help.



Self-care

To optimize your well-being, dedicate time to:

- **Sleep**
- **Stay active**
- **Stay focused**
- **Be with yourself**
- **Rest and recover**
- **Have fun**
- **Connect** with others.



2. Honeymoon stage

- The stage of freedom
- Enjoying a stress-free life
- Resting and recovering

Common **feelings**:

- Happiness
- Some anxiety and uncertainty may arise.

Tip: You can already include in your routine some **meaningful** activities.



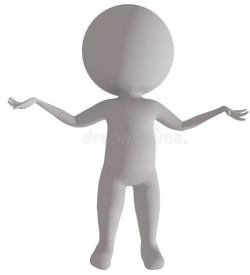
3. Disenchantment stage

- We may start to feel a bit unfulfilled with our free-life.
- A willingness to fulfill time **meaningfully** may arise.

Common **feelings**:

- Fear, anxiety, depression.
- Sadness at the loss of:
 - A routine
 - Sense of identity
 - Relationships at work
 - Sense of purpose.





4. Reorientation stage

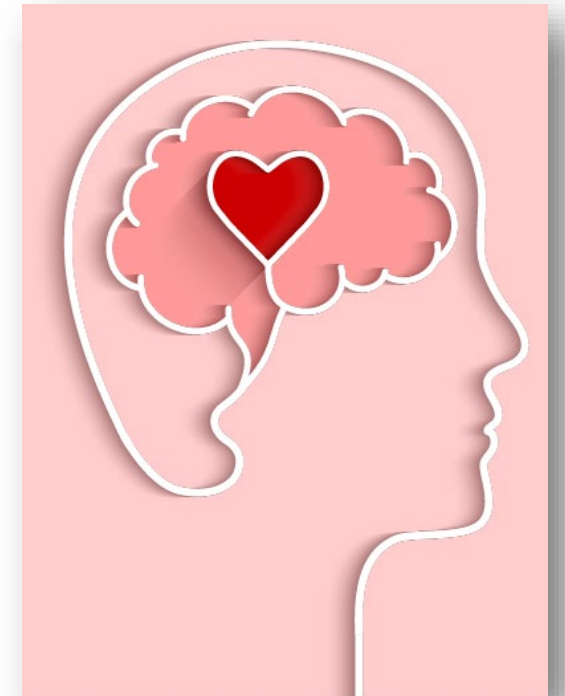
Questions that may arise:

- Who am I now?
- What do I want out of retirement?

Planning for the future: fulfilling your time in **meaningful** ways.

Tips:

- Focus on what **you** want out of your retirement
- Keep **exploring** what feels right for you
- Be **patient**
- Keep learning and **growing**
- Have **realistic** expectations
- Find **new** hobbies and **rediscover** your passions in life.



Ikigai

A JAPANESE CONCEPT MEANING "A REASON FOR BEING"



SOURCE: dreamstime

TORONTO STAR GRAPHIC

5. Stability stage

- Finding **fulfillment** in retirement with a sense of **purpose** and **accomplishment**
- Days are filled with more **meaningful activities** and **hobbies** you enjoy
- You found a **routine** that works for you and embrace your **lifestyle**
- Social **connections** that last
- Sense of **legacy**.

Common feelings:

- Fulfillment
- Satisfaction

Tips:

Protect your retirement purpose
Prioritize self-care
Focus on growth.





Transition to retirement: Planning

As a retiree, some of your main **needs** may be:

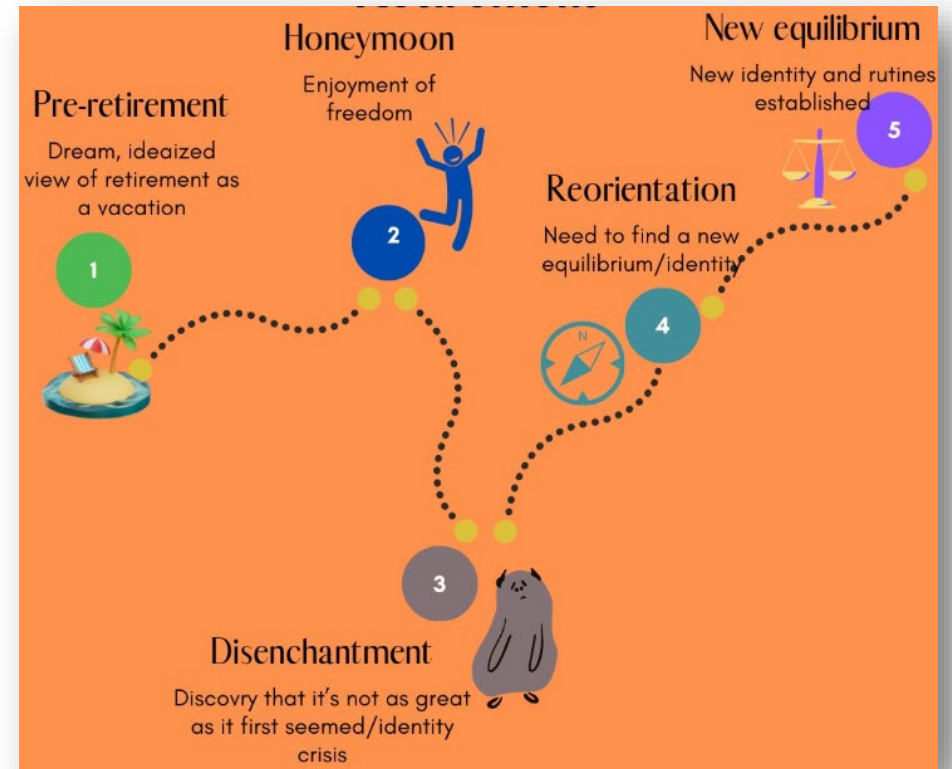
- Safety, financial security and good health
- Social connection
- A sense of personal identity, self-worth, and value
- Purpose and freedom
- Contributions to society
- Growth
- Structure and variety.

For a smoother **transition to retirement**, remember to **include** in your planning:

- Meaningful activities
- Social engagement
- Sense of purpose
- New passions

The SCO wishes you:

- **Success** in preparing for your retirement journey.
- **Joy** and **relaxation** during your well-deserved vacation time.
- **Awareness** and **resilience** in facing moments of boredom that may arise.
- **Fulfillment** as you explore **meaningful** activities and rediscover your sense of **purpose**.
- A **wholehearted embrace** of the richness and possibilities that retirement life brings.





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