

Three Key Points from the Interview

The overall message I took from Jon is that a successful retirement requires attention to three interconnected areas—**wealth, health, and emotions**. Most people focus only on the first two, neglecting the critical emotional dimension, including fear of the future, mourning the past, and identity ambiguity. Here are three points that struck me as being very useful and that I am mulling over since chatting with Jon.

Identity Crisis is Universal

The loss of work-based identity ("I'm an accountant," "I'm a CEO") creates a vacuum. Forms still ask for "occupation," and social situations demand we define ourselves, making "retired person" feel inadequate and uninteresting, and **Cognitive Load Matters**: The sharp decline in daily problem-solving and mental challenge hits former executives particularly hard. Straightening pictures or gardening doesn't replace the intellectual stimulation of solving complex problems six days a week ...leading to **The Bridge Metaphor**: Retirement involves crossing a **bridge from work to something** undefined. The crucial question isn't what you're leaving behind, but what you'll miss and want to carry across—particularly relationships, routines, intellectual stimulation, and sense of purpose.

The Honeymoon Period is Temporary

Every retirement begins with a honeymoon phase of freedom and excitement, but by definition, honeymoons end. Awareness and preparation for this transition is essential to avoid the post-honeymoon slump. Leading to the **The Four M Process**: Glass's coaching methodology involves **Missing** (what you'll miss), **Measuring** (how you'll spend time), **Meaning** (discovering purpose and ikigai), and **Mastery** (developing new skills or applying existing ones in new contexts).

Relationship Dynamics Shift Dramatically

"Wet Leaf Syndrome" describes partners who've had separate routines for decades suddenly spending 24/7 together. Crucial conversations and boundary-setting become essential, both within couples and with adult children regarding grandparenting expectations. **Friendship Requires Active Maintenance:** Men particularly struggle with friendship in retirement, often relying on "wife's friends" or losing work relationships entirely. The TCS framework—Text weekly, Call monthly, See quarterly—provides a practical structure for maintaining connections. One mate of mine told me he has started celebrating his "Friendaversaries..." where he and his pal(s) who have been mates for 20+ years go away for a weekend to celebrate that friendship. He says they come back even better friends as a result.

A Practical Experiments for Listeners: The Periscope Audit

Action Steps:

- Interview 3-5 people about their pre-retirement experiences (parents, friends, colleagues who've retired)
- Ask specific questions: What did they miss most? What surprised them? What would they do differently? Notice patterns—both positive models (like "Bob had a fabulous retirement") and cautionary tales
- Identify what you might want to emulate or avoid

Purpose: Create a reality-based understanding of retirement transitions before you're in the midst of one, learning from others' experiences rather than stumbling through blindly.

Final Thought: As Dr Glass emphasises, retirement isn't about escaping work—it's about consciously creating a life story worth telling. When someone asks "*What have you been up to?*" the answer should make both you and them lean in with interest, not retreat into polite indifference.



DLTOMI is a podcast brought to you by Pod O'Sullivan, where he has real and candid conversations with experts, celebrities and ordinary men about navigating midlife. The ups, the downs, the surprises, the opportunities, the secrets and how to do it on your terms, gracefully or even disgracefully!



LISTEN ON YOUR FAVOURITE PLATFORM

