

The Freedom Paradox

The One Big Idea That Will
Change the Way You Think
About Retirement

*Developed in collaboration with Dr. Nancy Schlossberg,
EdD, Professor Emerita, University of Maryland*



THE MISSING FACTOR



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Are you as psychologically prepared for retirement as you are financially?

— Dr. Nancy Schlossberg, EdD
Professor Emerita University of Maryland

Adapted from Dr. Schlossberg's book, *Revitalizing Retirement: Reshaping Your Identity, Relationships, and Purpose*, Published by The American Psychological Association, copyright 2009



Agenda

- The Missing Factor
- Your Psychological Portfolio
- Action Steps

An aerial photograph of a group of approximately ten people gathered in a lush green garden. In the center, a long white table is set with plates, glasses, and food. Several people are seated around the table, while others stand nearby. The garden is filled with green grass, trees, and various plants. A blue rectangular box with a yellow border is overlaid on the left side of the image, containing the text 'The Missing Factor'.

The Missing Factor

THE MISSING FACTOR

Fun Relax Fulfilled
Freedom
Travel Retirement
Family
Success Happy
Money



Source: MIT AgeLab, 2018. 990 adults in the US were asked to provide words describing what they think their life will be like after their career.

The Missing Word:
Mattering



5 Aspects of Mattering

Attention

I feel that I command
interest or notice of
another person

Importance

I feel that what I'm
doing is important

Appreciation

I feel that people
appreciate me for who
I am and what I do

Dependence

I feel that people
depend on me

Pride

I feel that others
are proud of my
accomplishments

Retirement can be a great reward, but it can also make you feel like you no longer matter.

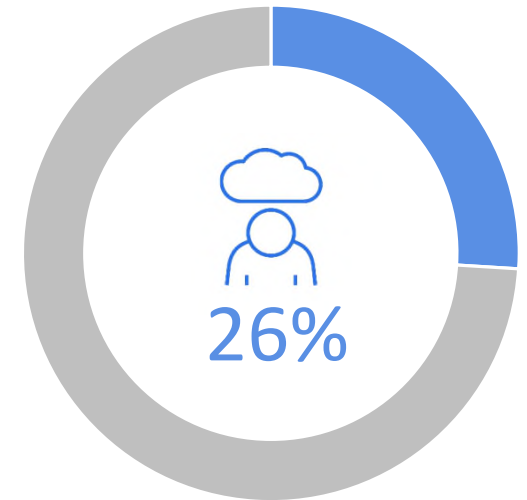
—Dr. Morris Rosenberg

Half of retirees surveyed aged 60-69 are considering returning or have returned to the workforce



Source: *Retirement Reconsidered*, F&G Annuities & Life, June 2023

Almost 1/3 of retirees surveyed were unmotivated and overwhelmed

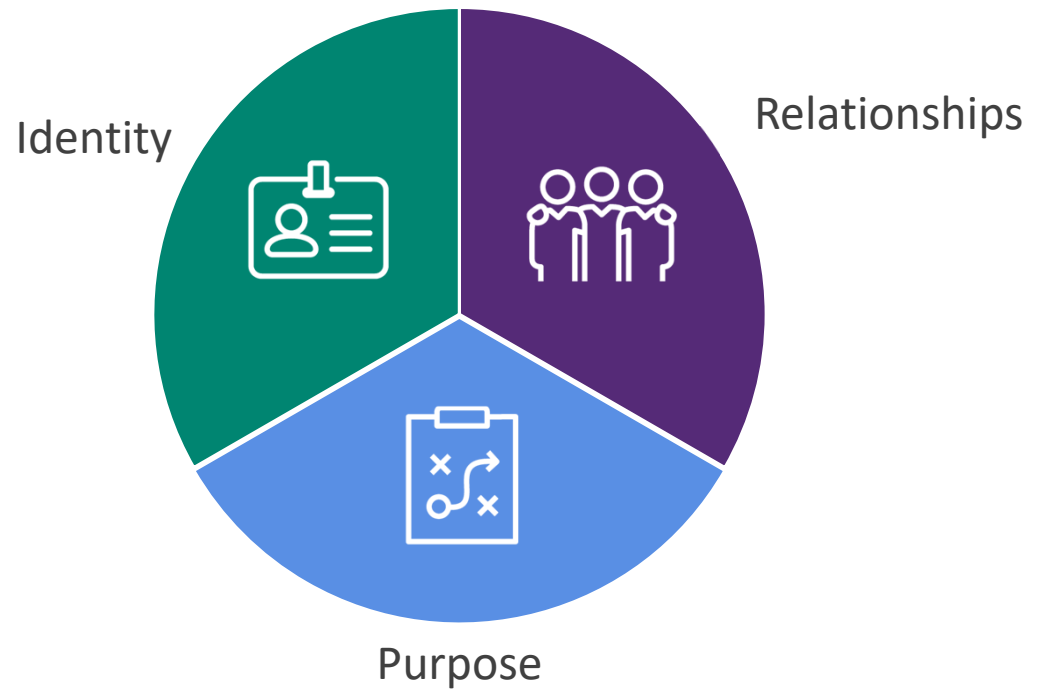


Source: *Life in Retirement: Pre-Retiree Expectations and Retiree Realities*, TransAmerica Center for Retirement Studies, Sept. 2023

An overhead photograph of a woman and a young child gardening on a grey stone patio. The woman, with blonde hair tied back, is wearing a blue and white patterned top and black pants. The child, with brown hair, is wearing a pink shirt and blue shorts. They are surrounded by several green rectangular planters, some containing soil and others with small green plants. A large, bushy plant with bright red flowers is also present. A green watering can and a black pot are scattered on the patio. In the background, wooden chairs and a dark metal railing are visible. A purple rectangular box with an orange border is overlaid on the left side of the image, containing the text 'Your Psychological Portfolio'.

Your Psychological Portfolio

Your Psychological Portfolio



Identity

Mildred Leisure
Retiree

✉ mildred.leisure@gmail.com

📍 Serene Meadows Lane,
Relaxationville, FL, 25874

📞 610.555.0100



Who Are You?

| Values, Beliefs, and Priorities | Hobbies and Passions | Personality | Motivators and Mindset | Skills and Abilities |
|---|--|---|--|---|
| Family Humility Achievement Compassion Independence Community Growth Generosity Relationships | Reading Sports Traveling Cooking Gardening Outdoorsy Music Yoga Technology | Optimistic Sassy Analytical Enthusiastic Energetic Calm Empathetic Outgoing Introverted | Curiosity Grandparent Adventure Recognition Volunteer Balance Fun Service Security | Communication Leadership Collaboration Artistic Adaptability Handy Mechanical Resourceful Organized |

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An Easy Way to Recall and Relay Your Identity

GROOVY:

- **G**randparent
- **R**eadings
- **O**utdoorsy
- **O**utgoing
- **V**olunteer
- **Y**oga

Relationships



**Work/
Volunteering**



Community

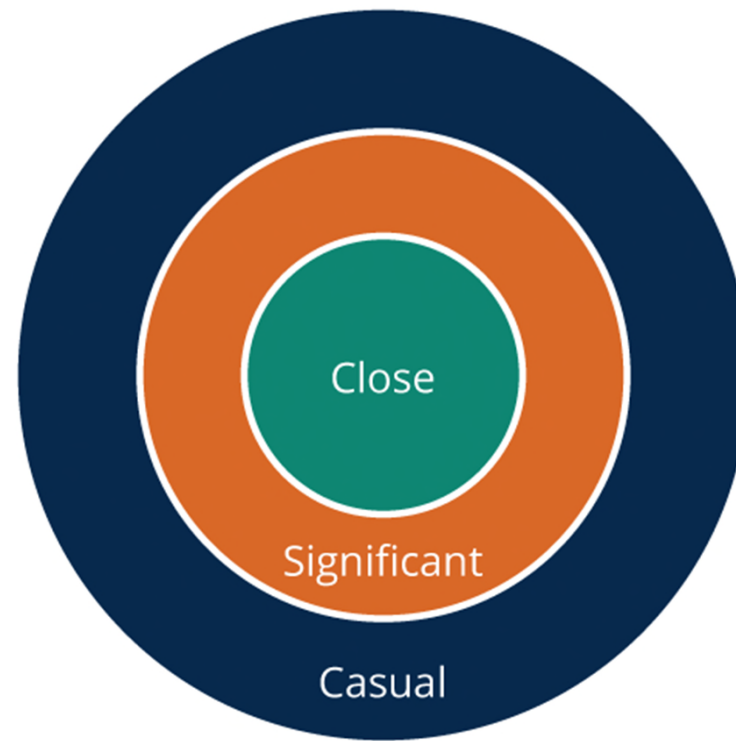


Family



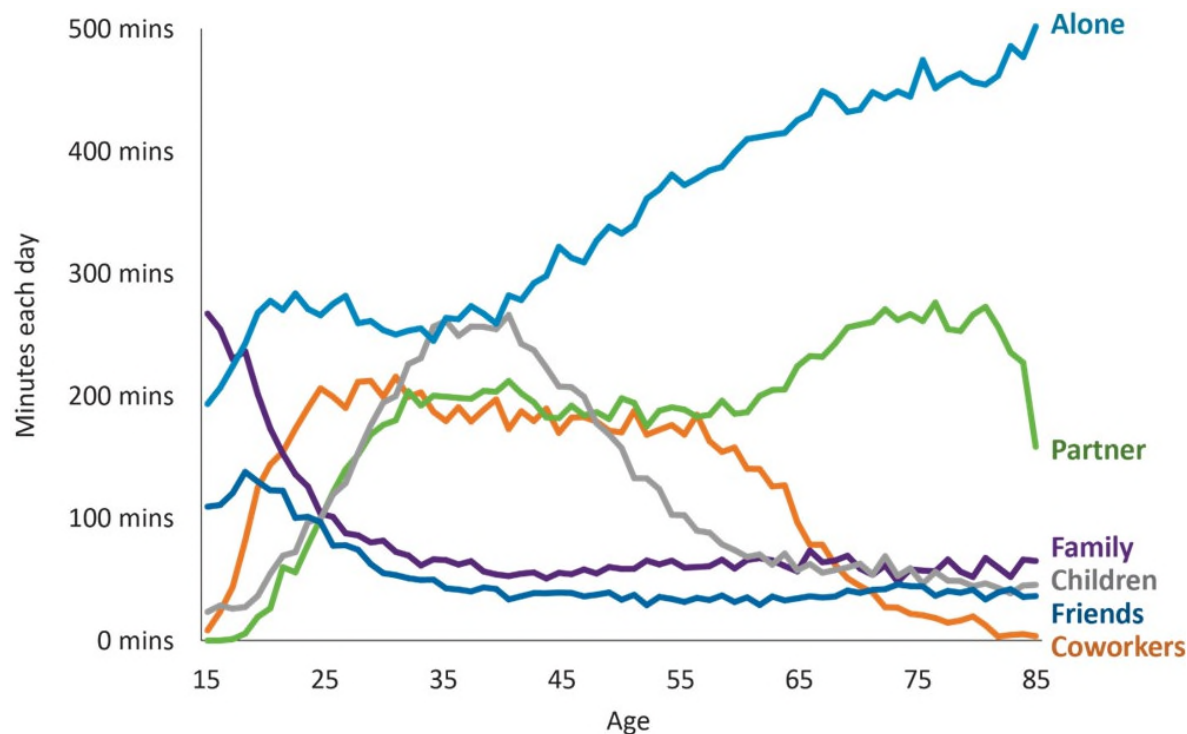
Friends

Three Tiers of Friendships



As We Age,
Many Spend
More Time
Alone

Who Americans Spend Their Time With by Age



Source: Visualized: Who Americans Spend Their Time With, Visual Capitalist, 10/28/22

Purpose

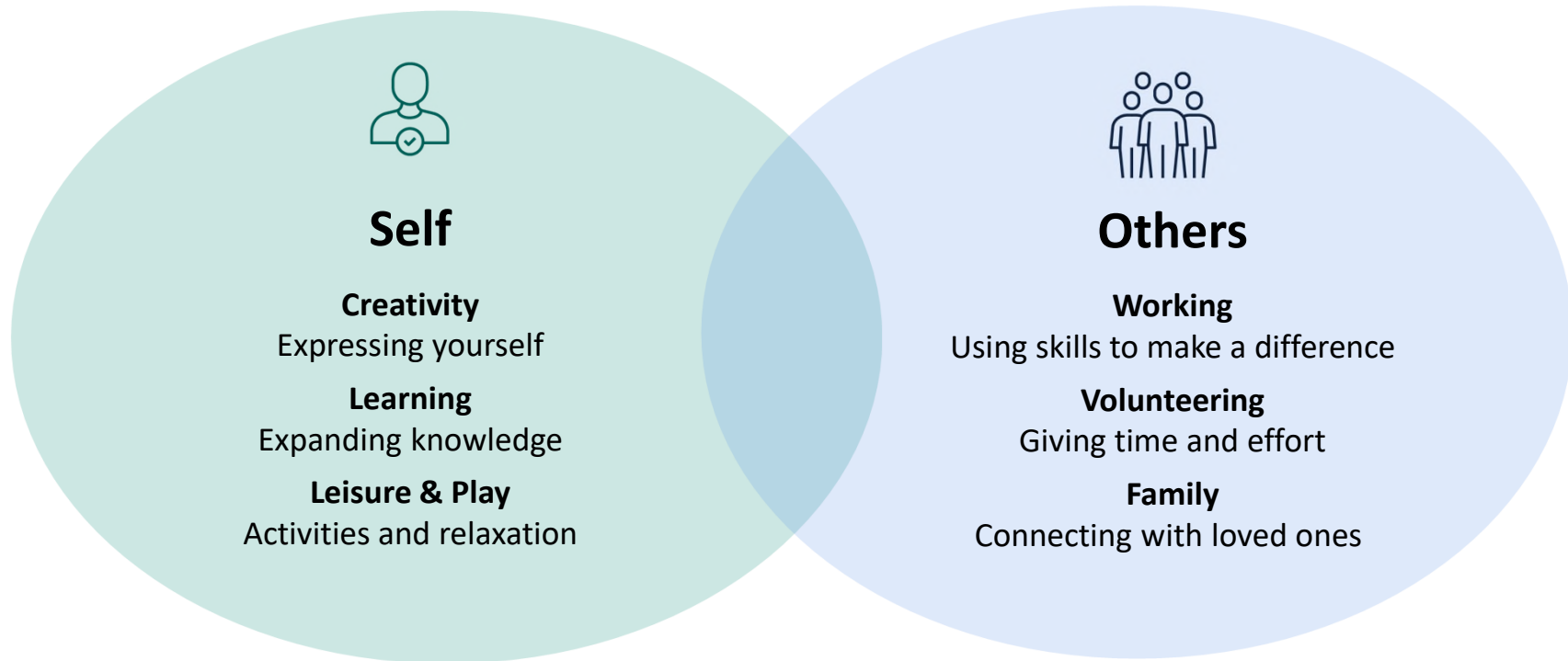
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Passion is a feeling that follows action. It tends to be created or discovered, not predicted or planned. You don't find your passion. It finds you as you get in the mix and try things.

—James Clear, Bestselling Author



Finding Your Passion: Self-Discovery and Service



Possible Paths



Continuers



**Involved
Spectators**



Adventurers



**Easy
Gliders**



Retreaters

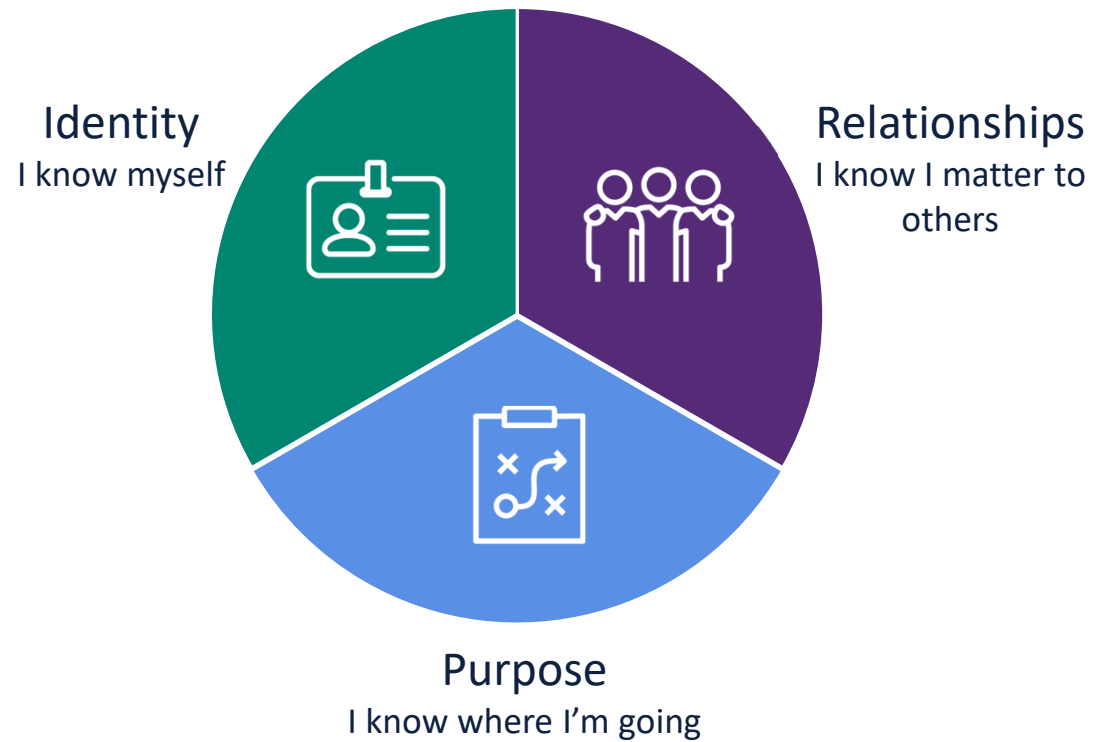


Searchers



Action Steps

Your Psychological Portfolio



ACTION STEPS



Strengthen Your Identity

1. Complete your WAYcronym
2. Share it with others
3. Monitor it over time



Strengthen Your Relationships

- Say “yes” to invitations
- 3 Rs (Repot, Ritual, Rekindle)
- The Seven Pillars of Friendship
 - Language/dialect
 - Place of origin
 - Educational trajectory
 - Hobbies/interests
 - Values
 - Musical tastes
 - Sense of humor



Strengthen Your Purpose

- Explore self- and others-oriented passions
- Seek opportunities
 - Work: AARP Job Board, FlexJobs.com
 - Volunteering: AARP Create the Good, Idealist.org, Seniorcorps.org
 - Find people who like what you like: meetup.com
 - Local causes, work, groups, etc.
- Seek a retirement path



Potential Roadblocks

- Money \neq happiness
- Unrealistic or unmet expectations
- Social clocks
- Lack of structure

Summary

- **The Missing Factor**
Mattering
- **Your Psychological Portfolio**
Identity, relationships, and purpose
- **Action Steps**
Ways to strengthen your psychological portfolio





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The Bottom Line:

A great retirement hinges on knowing our need to matter doesn't stop when we leave work behind.

—Dr. Nancy Schlossberg

Next Step

- Complete Our Workbook
(and take an extra one for a friend)



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Hartford Funds was the winner of the 2025 IMEA Star Award in the category of Medium Asset Class for Investor Content and Investment Thought Leadership for The Freedom Paradox.



Workbook MAI417

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