

Retirement Planning Throughout Your Career The Key to a Successful Transition

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Retirement Planning Throughout Your Career

The Key to a Successful Transition

I have no conflicts of interest to disclose

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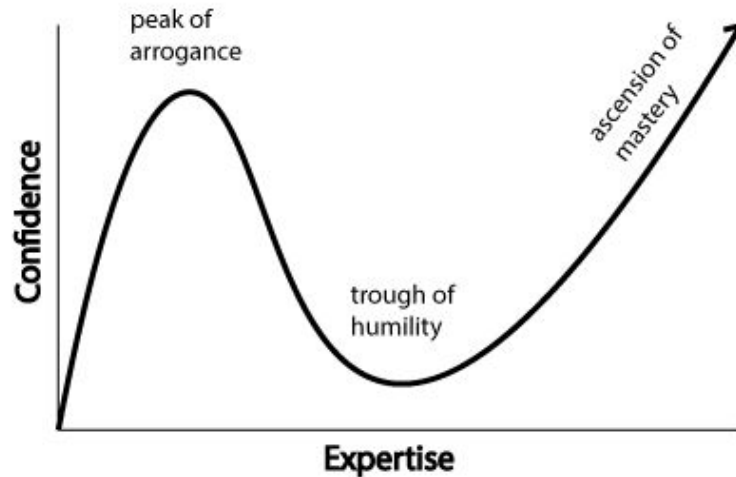
Session Goals

1. Recognize that planning for (eventual) retirement should be an ongoing, career-long process
2. Address the financial, medical, psychological and personal issues involved in the decision to retire
3. Prepare in advance to address the life changes associated with the retirement process

Retirement Planning Throughout Your Career

The Key to a Successful Transition

KEY: Retirement is not a moment in time, but a process of growth



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- Retirement is a process that should begin when you negotiate your first employment contract—ideally as a first-year resident
- Involves understanding the physical, emotional, psychological and financial factors involved
- Like practice management, not usually taught in medical school (or any other professional school, for that matter)
- As a result, many physicians go through their practice years oblivious to the impact that decisions made along the way will have on their options as their career winds down

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Who am I?

- Child
- Life partner
- Parent
- Physician
- Business partner
- Individual

Retirement Planning Throughout Your Career

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- Not everyone will want to retire—keep your options open
 - Not retiring is ALSO a choice requiring advance planning
- Discuss “things to think about” so your options ARE kept open
- Financial issues
 - Retirement savings—start early
 - Social security
 - Insurance needs
 - LTC insurance
- Maintaining a license?
- Interests outside of medicine

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Financial Concerns

A major issue, but not the only issue

- Retirement savings—from Day One
 - Maximize savings and don't touch them
 - IRA if that's all that is available
 - Employer plan—don't forget about an employer match
 - Social Security
- Insurance
 - Life—Whole life vs. term
 - Disability—own occupation
 - Long-term care

Retirement Planning Throughout Your Career—Early Career

Decisions Impacting Eventual Retirement Options

- Location, location, location
 - Where the jobs are
 - Where you want to be
 - People more likely to move than in past
 - Uprooting an entire family
 - Disrupting social relationships
- Portability of retirement benefits
- Portability of any investments made in a practice
- Climbing the ladder or starting from scratch

Retirement Planning Through Your Career—Early Career

Joining Independent Practice

- That first contract
 - Duration
 - Renewal
 - Provision for change in status
 - Restrictions
- Should I stay or should I go?
- Staying
 - Ownership—Buy-in/Sweat equity
 - Compensation
- Going
 - Restrictions
 - Taking your retirement assets

Starting a New Practice from Scratch

- Blank slate

Employed Physicians

- That first contract
 - Duration
 - Renewal
 - Change in status unlikely
 - Restrictions
- Should I stay or should I go?
- Staying
 - Advancement
 - Leadership roles
 - Compensation
- Going
 - Restrictions
 - Longer-term plans

Retirement Planning Through Your Career—Mid Career

The “Non-medicine” Part of Retirement Planning

- Start to consider other aspects of your future
 - Fulfillment
 - Interest and mastery
 - Non-medicine or “medicine-adjacent” interests
 - Side hustle
 - Freedom

 The ultimate question: How bound up is your self-identification and self-value with BEING A PHYSICIAN?

Retirement Planning Through Your Career—Mid Career

Independent Practice

- Partnership/ownership
 - Partnership agreement
 - Shareholder agreement
 - Operating agreement
 - Buy/sell agreement
 - Insurance
- ➔ These are NOT “set it and forget it”
- Planning for retirement
 - Your senior partners
 - Yours
 - Thinking about future hires

Single-owner Practice

- CRITICAL TIME for planning
 - Takes time to develop/implement a plan

Employed Physicians

- Contracts
 - Duration
 - “Tenure”
 - Benefits—transferrable?
 - Change in control
- Staying
 - Advancement
 - Leadership role
 - Compensation
- Going
 - Restrictions
 - Longer-term plans

Retirement Planning Through Your Career—Mid Career

Ownership Decisions (Because this is PCC....)

- You've built it
- Or you've bought in to it
- Do you want to continue to own/run it? (Identity—again)
- Or do you want to start to delegate those responsibilities?
- (Partnership agreement may determine)
- May determine what happens to your practice when you no longer are in charge (either intentionally or unexpectedly)

Retirement Planning Through Your Career—Unexpected

Independent Physicians

- Disability insurance
 - Included in partnership/shareholder agreement
 - Personal—especially if solo
- Unexpected “retirement”
 - Your senior partners
 - Yours

Employed Physicians

- Contracts
 - Specify situations—in contract?
 - Disability insurance
 - Employer provided
 - Individual

Retirement Planning Through Your Career—Late Career

- Different considerations at this point
 - For better or worse, contract decisions have been made and are in place
 - Contract specific obligations
- Continue working (with or without managing)
- Gradually reduce workload
- Retire completely



The ultimate question: How bound up is your self-identification and self-value with BEING A PHYSICIAN?

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Dr. Riley Moynes

Ted X Talk 2022—The Four Stages of Retirement

- Stage 1—Vacation
- Stage 2—“Is that all there is?”
 - Loss: Routine, relationships, purpose, power, IDENTITY
- Stage 3—Trial and error
 - Finding things that make you want to get up in the morning
- Stage 4—Reinvention
 - “Squeeze all the juice out of retirement”
 - Not everyone gets through to stage 4
 - Those who do are often some of the happiest people around

https://www.youtube.com/watch?v=DMHMOQ_054U

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Problems with the “Four Stages”

- Each stage can take a year or more
- No guarantee of successfully moving on
- Impatience or decline can prevent getting to the “Reinvention” stage



Advance planning (“anticipatory self-guidance”) can help you navigate these stages more efficiently

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- GOAL: Combine Stage 1 with Stage 4, and eliminate the drift of Stage 2 and the uncertainty of Stage 3
- ENJOY THE VACATION
- AT THE SAME TIME, increase the time and effort spent on the things that you have been working on for 10 or 20 years
 - Things that give you joy and fulfillment
 - Nonmedical interests
 - Medicine-adjacent interests
 - If you haven't started participating in these (but ideally you have), get started NOW in conjunction with periods of "vacation"

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Control Your Retirement, Don't Let It Control You

- Define and understand who you are and what you want—besides medicine
- Let that understanding impact your plans and choices
- Start early with a plan—and be open to changes and mid-course corrections
- You've earned the right to retirement on your terms (even if that doesn't include retiring!)
- Knowing who you are and what gives you joy will help you define those terms
- Planning at every step of your career is the best way to keep your choices open

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Questions?

For later viewing, this and all other UC2023 course recordings will be available for later viewing through the app.