Planning & Living Your Best Life
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Defining Life Planning

Life Planning is a guided process that enables you to examine your life, envision the goals you desire to achieve, and identify the key steps in realizing these aspirations. By creating a written plan, you increase the probability of leading a fulfilling life and tapping into your true potential.

Johnson Investment Counsel and Life Planning

Our mission and core purpose is to improve the quality of people’s lives. We believe that the journey to a fulfilling future requires not only a solid financial plan, but a holistic Life Plan as well.

We have partnered with Keith Lawrence and Alan Spector, co-authors of the top-selling book, Your Retirement Quest, to provide you with the concepts and tools to help ensure that your future years are the best of your life. We invite you to use your Portfolio Manager as a resource to develop and act upon your plan.
Step 1: Awareness
All change begins with recognizing a need for it. Through an understanding of the importance of having a written plan and a realistic perspective of what the future and retirement can hold, you will be able to see the benefits of planning for your future.

Step 2: Assessment
Knowing where your life is now and where you want it to be in the future is key to developing a successful plan. By evaluating different elements of your life, you can identify areas that support your goals, as well as areas that hinder them.

Step 3: Action & Achievement
You can start to live your plan and take steps to achieve your goals today. Your Life Plan provides you with a roadmap and resources to realize the dreams you have for your life and offers a strategy to reach them.
Step 1: Awareness

Keith and Alan have spent over a decade studying retirement, interviewing hundreds of retirees, and reviewing much of the relevant research that exists in this area. Their research has served to expose the truths of retirement to ensure you are prepared to embark upon one of the biggest transitions you will ever face. Their learnings are applicable to everyone…regardless of one’s stage in life.

Healthy Relationships:

a. The #1 impact on happiness is having a strong support network of at least seven close friends to rely on.
b. A lack of meaningful relationships can shorten one’s lifespan by the equivalent of smoking 15 cigarettes per day.
c. The fastest growing divorce rate are couples over the age of 55.

Thriving Throughout Life:

a. Less than 10% of people have a written bucket list of items they want to do in their future.
b. On average, children laugh 300-400 times per day; adults average 10-15 times.

Managing Finances:

a. There are many variables that can impact finances during retirement including: health care and education costs; a longer life span than expected; and caring for aging parents or struggling children.
Step 2: Assessment

Understanding where you are today is key in planning for where you would like to go in the future. Success in life and retirement is defined by more than money: there are 10 Key Elements that have been identified as essential to fulfillment. By assessing your life and your goals in each of these key areas, you can pinpoint where to focus your efforts.
Step 2: Assessment

10 Key Elements of a Fulfilling Life and Retirement

Life and Retirement can be most satisfying when you have a holistic Life Plan that encompasses each of the 10 Key Elements:

1. Life Planning
2. Purpose/Values
3. Attitude
4. Well-Being
5. Financial Security
6. Connectedness
7. Giving Back
8. Passions
9. Growth
10. Fun

These Key Elements have been derived from extensive research and hundreds of experiences of successful retirees. Understanding and incorporating the Key Elements will help to make the most out of your Life Plan.

We can help you begin your planning through an assessment of how the 10 Key Elements are currently represented in your life. Once your assessment is complete, we can help you develop your personalized Life Plan, using an action-oriented format that captures activities and behaviors you would like to start, stop, and continue as you work toward your goals.
## Your Key Elements Assessment

Candidly rate each of the Assessment Statements for the Key Elements of a Fulfilling Retirement.

<table>
<thead>
<tr>
<th>Rating</th>
<th>Key Elements</th>
<th>Assessment Statement</th>
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<tbody>
<tr>
<td></td>
<td>Life Plan</td>
<td>I have a plan for my life in retirement. It is written down and up to date.</td>
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<td></td>
<td>Purpose/Values</td>
<td>I am clear on my life purpose and core values.</td>
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<td></td>
<td>Attitude</td>
<td>Those closest to me describe me as having a positive attitude (a Tigger).</td>
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<td></td>
<td>Well-Being</td>
<td>I have sufficient energy to fully do what I want to do in my life. I practice the daily habits to be able to sustain this well into my retirement.</td>
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<tr>
<td></td>
<td>Financial Security</td>
<td>I have a financial plan that will enable me to securely live the life I want (now and in the future).</td>
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<td></td>
<td>Connectedness</td>
<td>I have others who I can lean on (2 a.m. in the morning friends).</td>
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<td></td>
<td>Giving Back</td>
<td>I am engaged in activities that make a meaningful difference to others.</td>
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<td></td>
<td>Passions</td>
<td>I am excited about my life and the many activities I enthusiastically pursue.</td>
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<tr>
<td></td>
<td>Growth</td>
<td>My week is filled with new and challenging activities that help keep my mind sharp.</td>
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<tr>
<td></td>
<td>Fun</td>
<td>I have many activities in my life that are just plain fun to do.</td>
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**Your Bucket List**

A Bucket List is a tool used to capture your dreams and aspirations. They can be big (like traveling to a faraway place) or small (such as enjoying a childhood hobby). These things do not have to cost a lot.

**The things I want to do in the future are:**

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<tr>
<th>1.</th>
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<th>7.</th>
<th>8.</th>
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<th>10.</th>
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Step 3: Action & Achievement

Putting your Life Plan into action is the last step in achieving your goals. Like losing weight or building a nest egg for your retirement, it requires taking disciplined action on a daily basis. By keeping your goals in mind, you can see the fruits of your labors as you take steps toward accomplishing what you have dreamed.

Getting Started Life Plan

Goal
What is the Key Element of a fulfilling life and retirement you would like to work on first?

Start
What could you begin doing that would help you achieve this goal?

Stop
What could you stop doing that would help you move towards this goal?

Continue
What are you doing today that will help you with achieving this goal?

Help
Who can be your learning partner to help you achieve this goal?
An integrated Life Plan addresses the 10 Key Elements and identifies actions to start, stop, and continue.

Name: __________________________   Date: _______________   Accountability Partner: _________________________  

<table>
<thead>
<tr>
<th><strong>Key Element</strong></th>
<th><strong>Assessment Score</strong></th>
<th><strong>What Is Next For You?</strong></th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>(1 low - 5 high)</td>
<td>Start Doing, Stop Doing, Continue Doing</td>
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<tr>
<td>Life Plan</td>
<td></td>
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<tr>
<td>Purpose/Values</td>
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<td>Attitude</td>
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<td>Fun</td>
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</table>
It is normal to look forward to retirement with excitement as well as with a healthy dose of anxiety. By becoming aware of the challenges that may lie ahead, you can reduce some of the stress associated with the uncertainty of the future. We want to collaborate with you to help you prepare and dramatically increase your probability of having a fulfilling retirement.
The 5 Myths of Retirement

There are several myths about retirement that can stand in the way of being fully prepared to retire:

**Myth 1: Retirement is easy.**
Although retirement can and should be rewarding, it can pose some significant challenges as you enter this major life transition. Retirement is a journey with five distinct stages and, unfortunately, many have difficulty navigating the process. Fifty percent of retirees do not enjoy their first year and 40% are depressed within four years. Developing a holistic retirement plan before you retire is key to your success.

**Myth 2: I can figure it out later.**
Many who take this approach never figure it out. You have the opportunity to begin Life Planning now and to Practice Retirement, even if you are not yet retired. One way to begin is by creating and achieving items on your written Bucket List.

**Myth 3: I can figure it out by myself.**
A surprisingly small percentage of people discuss their retirement plans with those who will be impacted by them. When you retire, the change will affect those around you and their happiness will impact yours. Take the time to have crucial conversations with your spouse, significant other, friends, children, and/or parents.

**Myth 4: Retirement means not working.**
Although you are retiring from your primary career, you may find that there are many good reasons to work in retirement (e.g. using your skills, socializing). Work does not necessarily mean doing a job for money, but it certainly could. Work can also mean making a significant commitment to volunteering as a way of giving back.

**Myth 5: Money is equal to happiness in retirement.**
Financial security is important and is one of the 10 Key Elements, but it is not the only factor in determining your happiness. Research and personal testimonies consistently show that the size of the nest egg is not the driving factor in a satisfying retirement. Most retirees will tell you that the greatest issue is not running out of money, but running out of meaning. Continually reviewing and renewing your plans and aspirations can help you to maintain your sense of purpose and your drive to achieve your goals.
Determining when you should retire is a critical decision: Doing so too early adds risk to your success in retirement, but doing so too late reduces your ability to take full advantage of the opportunities that await you in this new phase of your life. Four key questions should guide your retirement timing decision:

**Do I have enough?**
This question assesses your level of financial security. It is not a question of the size of your nest egg, but rather a question of whether your financial resources and state of mind will support your holistic Life Plan.

**Will I have enough to do?**
Building a plan based on the 10 Key Elements of a Fulfilling Life and Retirement will help you to develop an integrated Life Plan that realizes what you would like to achieve in retirement and increases your probability of feeling fulfilled.

**Have I had enough?**
There is nothing wrong with continuing to work in your primary career if you remain energized and fulfilled. However, if that time comes to an end, you may be ready to seek new opportunities in retirement.

**Is my partner excited about our new and different future together?**
Your retirement will impact those closest to you. Whether it is a spouse, significant other, child, parent, or friend, having crucial conversations about your retirement will contribute to the success and satisfaction both you and your loved ones experience.
Retiring is one of the most significant transitions you will face – changing virtually every aspect of your life. As with any change, you may experience a series of phases, each bringing its own unique challenges and opportunities.

**Anticipation Stage:**
Anticipation can begin up to five years before retirement. You can use this stage as an opportunity to create your plan for a more seamless retirement and to practice retirement in your daily life. You will likely feel a sense of excitement and hopefulness, as well as some level of anxiety and discomfort in this stage, but using your time to develop your plan will help to bring more certainty to your future.

**Honeymoon Stage:**
You are now retired and you are enjoying the freedom to do what you want to do – no alarm clock, no business attire, no rush-hour commute. You are feeling elated and enthusiastic as well as a sense of relief, independence, and discovery. Many retirees remain in the Honeymoon Stage up to two years, but for some, the honeymoon is short.

**Disenchantment Stage:**
The honeymoon is over: Your daily life may look similar to the Honeymoon Stage, but you begin to ask yourself, “Is this all there is?” You may experience loneliness, boredom, or disappointment during the Disenchantment Stage – you may even be depressed. This stage lasts varying lengths of time and you may move in and out of it as life circumstances change. Sadly, some people never leave Disenchantment; we want to help so this never happens to you.

**Rejuvenation Stage:**
In this stage, you have examined your situation and have climbed out of Disenchantment. You are adapting to the reality of retirement and are discovering what makes you happy and satisfied – what brings meaning to your life. You likely feel re-energized and engaged. If you develop and implement your plan before you retire (during the Anticipation Stage), you can minimize or even avoid the Disenchantment Stage and enter directly into this stage.

**Fulfillment Stage:**
This is your ultimate retirement goal: live a life filled with connectedness, giving back, pursuing your passions, personal growth, and fun. You have a positive attitude and lots of energy. You have matched your lifestyle to your available resources and are in touch with your life’s purpose and core values. You have a plan and goals that guide you toward remaining fulfilled.
The following questions are meant to invite open conversation with a spouse, significant other, family member, or friend about your retirement plan.

1. **Relationship Assessment:**
   a. What is the honest assessment of the state of our relationship?
   b. What steps can we take now to make our relationship even better before retirement?

2. **Retirement Timing:**
   a. When will I retire?
   b. When will you retire?

3. **Retirement Life Plan:**
   a. What is my plan? What is your plan? What is our plan?
   b. What is on my Bucket List? On your Bucket List? On our Bucket List?
   c. Will either of us work in retirement?

4. **Retirement Financial Plan:**
   a. What is our plan? Do we have a thorough and common understanding of it?
   b. Do we have the right financial advisor?
   c. What do we need to do to make sure either of us could manage our finances if necessary?

5. **Retirement Location:**
   a. Where will we retire? Which city? Which neighborhood?
   b. Will we have a second home?

6. **Daily Routine:**
   a. What will be our daily routines and chores when we are both at home?

7. **Planning Discussions:**
   a. With whom (e.g. children, family, friends) will we have a discussion about our retirement plans?

8. **Family Relationships:**
   a. What will our retirement relationship be with our parents, children, grandchildren?
   b. Will there be a financial commitment?
   c. Will there be a caregiving commitment?

9. **Practicing Retirement:**
   a. What am I doing to practice retirement? What are you doing? What are we doing?
   b. What other steps should we be taking to prepare for retirement?

10. **Well-Being:**
    a. What steps should we be taking now to improve our health, fitness, and energy level to prepare for retirement?
Evaluating Your Options

There are many important decisions to make in preparing for retirement (Where will I live? Should I work? Should I volunteer?) Many people make these decisions looking only at a few factors and end up regretting their choices because of unintended consequences. For example, a person may choose to move to Florida based solely on the weather, but overlook that he or she will be leaving family and close friends behind. To make the most informed decision, you can measure your options against the 10 Key Elements. **Use plus (+) and minus (-) signs to evaluate each key element for each option.**

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<thead>
<tr>
<th>Key Elements to A Fulfilling Life</th>
<th>Current Assessment</th>
<th>Option A</th>
<th>Option B</th>
<th>Option C</th>
<th>Option D</th>
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<td>Written Life Plan</td>
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<td>Purpose/Values</td>
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<td>Other Relevant Factors</td>
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Reviewing & Renewing Your Plans

**Review:**
The probability of having a fulfilling life will increase if you develop and live by a holistic plan paired with a robust financial plan that supports it. Developing each of these plans is important. We want to collaborate with you to periodically review both of them and help you to achieve your dreams, aspirations, and goals.

**Renew:**
Circumstances change over time; take the time to review what might have changed in your life – both positive and negative – and adjust your written plan to reflect and accommodate these changes. Continue to look for new opportunities to enhance your Life Plan, keeping your goals fresh and your retirement rewarding.

**How can Johnson Investment Counsel and my Portfolio Manager help?**
Having a Life Plan will enable your Portfolio Manager to develop an understanding of the resources that will be required for your life in the future. By discussing your goals, your Portfolio Manager can test the financial feasibility of your Life Plan and assist you in creating a plan that enables you to make the rest of your life the best of your life. The *Your Retirement Quest* book is a great reference to use as you develop and renew your plan.