

# Index

- 9/11, 8
- 401(k) Plan, 179
- Aarp.com, 165
- Absence, leave of, 83
- Academic Employment Network, 185
- Acceptance, 125
  - indicators, 127
- Accomplishment, sense of, 148
- Accounting:
  - internet resources, 186
  - outsourcing and, 22
- Action Without Borders, 192
- Activity, vs. purpose, 71
- Advancing Women, 186
- Advertising Age*, 193
- Advertising, 47
  - internet resources, 193–194
- Advocacy groups, 24
- Age discrimination:
  - age-related myths, xvi
  - myths, 46–48
  - self-imposed, 43–44
  - termination and, 13
  - tips for counterbalancing, 48–49
  - See also* Diversity, challenges
- Allen, Woody, 132
- American Ballet Theater, 168
- American Banker, 186
- American Bar Association, 190
- American Institute of Certified Public Accountants, 186
- American Society for Engineering Education, 187
- Anger, 125
  - acknowledgement of and moving beyond, 17
  - indicators, 126
- Answering services, automated, 5
- Anxiety:
  - start-ups and, 149
  - taking a lower paying job, 148
- Apprenticeship options, 104
- Assistance, burnout and the need for, 84–85
- Attitude, as a barrier to opportunity, 116
- Attorney Find, 190
- Attorney Jobs Bulletin, 191
- Avon Products, xii–xiii
- Baby boomers:
  - aging, 31
  - episodic careers and, 9
  - paradigms from the past and, 15
  - philanthropy and, 24
  - redefining retirement, 174–175
  - retirement goals, 72–73
- Balance, combating burnout, 83
- Banking, internet resources, 186
- Bargaining, 125
  - indicators, 126–127
- Barton, Joe, 43, 45
- Batten, Barton, Durstine, and Osborn (BBDO) agency, xiv
- Be the Boss Top Franchise Opportunities, 194
- Bed and breakfasts, xiv–xv

- Benefits administration, outsourcing
  - and, 22
- Benefits Link, 188
- Bick, Julie, 162
- Bill and Melinda Gates Foundation, 24
- Bio, 191
- Bi-On-Line, 193
- Blackberries, 84
- Blame, self-, 40
- Board members, nonprofit, 26–27
- Body language, 5
- Boeing, 44
- Bonuses, restructured organizations
  - and, 6
- Book clubs, 81
- Bookwire, 192
- Borders Books, flextime/part-time work,
  - 28, 101
- Bored, Burned out, Retired, or Fired (BBRF), xi
  - assessment of, 12–14
  - awareness of, 12
  - cycle and coming out of retirement, 86
  - diversity challenges and, 7
  - hidden opportunities, 110
- Boredom:
  - cures for, 80–82
  - outsourcing and, 23–24
  - reasons for, 62–66
  - volunteering and, 146
- “Boredom Numbs the Work World,” 64
- Bosses, incompetent, 69
- Boundaries, establishing, 84
- Brandweek Online Welcome, 193
- Burnout:
  - acknowledging, 85
  - common in particular jobs, 68–69
  - cures for, 82–85
  - outsourcing and, 23–24
  - stress and, 66–69
- Business, starting your own. *See* Start-ups
- Business plan outline, 183–184
- Businessweek, 191
- Business Wire, 75, 192
- Calling, true, 21
- Camaraderie:
  - lack of, 135–136
  - part-time and flextime opportunities, 28
- Career:
  - cultural shift and changing definition of, 9
  - designing a new, 97–100
  - re-careering, 90–92
- Career Builder, 188
- Career Magazine, 188
- Career myths, 39–40
  - age discrimination, 46–49
  - definition of success, 54–55
  - multiple careers, 49–53
  - opinions of others, 44–46
  - retirement age and, 42–44
  - skill transference, 53–54
  - termination and, 40–42
- Carter, Jimmy, 104
- Cell phones, burnout and, 84
- Certification:
  - academic, 109
  - obtaining, 102–103
- Certified Financial Planner (CFP), 177
- Change:
  - attitudes and, 34
  - as a constant, 3
  - reaction to, 17–18
- Charitable causes, 26
  - impulse and opportunity, 167
  - See also* Nonprofits
- Charter schools, 109
- Chat rooms, 165
- Chefs, internet resources for, 187
- Children’s Diabetes Foundation, 26
- Chronicle of Higher Education, 185, 192
- Circle exercise, 163–164
- Clinton, Bill, 104

- CNN Money, 194
- Coaching, 85  
finding, 173
- Coffman, Curt W., 64
- Colleagues, maintaining relationships  
with former, 23. *See also*  
Contacts
- Collegiality, lack of, 135–136
- Columbia University, 103  
School of Social Work, xiii
- Comfort zones, widening, 129–133
- Competitive analysis, 183–184
- Complacency, 112–113
- Complaints, reaction to, 17
- Computer Jobs, 190
- Computer Works, 190
- Conferences, attending, 51–52
- Confidence, lack of: barriers to  
opportunity, 112
- Confidence:  
new careers and, xvi  
professional, 14  
taking a lower paying job and, 148
- Confrontations, reaction to, 17
- Consolidated Omnibus Budget Reconciliation Act (COBRA), 179
- Consulting:  
career design, 107–109  
monitoring progress, 150, 151–152  
signs of progress, 151  
warning signs, 150–151  
outsourcing and, 8  
unhappy retirement and, 86
- Contacts:  
maintaining relationships with  
former, 23  
networking, 114–116  
13 step process, 181–182
- Corporate knowledge, nonprofits and, 25
- Crate and Barrel, part-time work, 101
- Creative Freelancers Online, 184
- Creativity:  
no outlet for, 65  
services and outsourcing, 22  
volunteering and, 146
- Credentials, obtaining, 102–103
- Crisis, health and personal, 168–169
- Daily grind, 111
- Deadlines, stressful environments and, 6
- Defined Benefit Plan, 179
- Demotions, 65–66
- Denial, 124–125  
indicators, 126
- Depression, 51, 125  
indicators, 127  
volunteering and, 145
- Dice, 190
- Dinosaur-exchange.com, 165
- Discomfort:  
developing a tolerance for, 130  
solutions for, 134–137  
stages of, 123–128
- Diversity:  
challenges, 6–8  
internet resources, 186
- Doctors. *See* Medical professions
- Downside Analyzer, 117
- Downsizing, xii, 6  
of American workforce, 31  
career design and, 101  
myths about, 39  
as opportunity, 21  
paradigms from the past and, 15  
reaction to, 17
- Doyle Dane Bernbach (DDB), xiv
- Dress codes, restructured organizations  
and, 6
- Economics, termination and, 41
- Editing, 108
- Educational opportunities, xvi, 23  
auditing classes, 103  
degrees in, 103  
importance of reeducation, 33–34  
internet resources, 185

- Educational opportunities (*Continued*)  
 monitoring progress, 142–143  
 online, 104  
 preparing for new career, 51–52  
 retraining, career design and, 102–104  
 returning to school, 10  
*See also* Teaching
- Eli Lilly, 44
- E-mails:  
 burnout and, 84  
 developments, for keeping track of, 165
- Engineering Jobs, 187
- Engineering, internet resources for, 187
- Enhancement, job, 80–81
- Enjoyment, monitoring progress,  
 143–144
- Entrepreneurship, 111
- Environment(al):  
 science careers, 103  
 internet resources for, 187  
 work, termination and evaluating, 89  
*See also* Stress, work environments and
- Environmental Careers Organization,  
 187
- Eons.com, 165
- EOP magazines, 186
- Episodic careers, 8–9
- Escoffier Online, 187
- Event management, 108
- Experience:  
 outsourcing and, 8  
 paradigms from the past and, 16  
 wisdom and, 16
- Expertise, outsourcing and, 8
- Exposure, lack of, 111–112
- Facial expressions, 5
- Failure, inability to recover from, 149
- Fairness, as a paradigm from the past,  
 15–16
- Faking it, 17–18
- Family atmosphere, work  
 environments, 6
- Fatigue, worry, 68
- Federal Gateway, 189
- Federation of Fly Fishers, 26
- Feedback, volunteering and, 146
- Finances:  
 issues, 177–180  
 measures, monitoring progress, 142  
 planners, 99–100  
 certification in, 103  
 realities, overlooking, 72  
 risk, start-ups and, 107
- Flexibility, experience and, 16
- Flexitime, 27–30  
 stress and, 6  
*See also* Retirement, flex
- Forbes*, 191
- Fortune*, 191
- Fortune 500 companies, 47, 50
- Foundation Center, 103–104
- Franchise Handbook, 194
- Freelancing:  
 career design, 98  
 combating boredom, 63
- Free projects, 23
- Gallup Organization, 64
- Gallup Poll, 67
- Gates, Bill, 24, 104
- Gender. *See* Diversity, challenges
- General Electric (GE), 25
- Getafreelancer.com, 24
- Global expansion, paradigms from the  
 past and, 15
- Golden Rule, 16–17
- Google, 26
- Government jobs, internet resources  
 for, 189
- Graphic arts, internet resources, 189
- Grieving process, 124–125
- Harvard Business Review*, 191
- Health, crisis, 168–169
- Health benefits, 179

- consulting, 108
  - part-time/flexitime positions and, 28, 102
- Health care organizations, 24
- Heartbreak, volunteering and, 145
- Hiring, outsourcing and, 22
- Hispanstar, 186
- Hobbies:
  - as a cure for boredom, 81
  - discovering new, 170–172
- Hoover's Company Profiles, 193
- Hospitality, internet resources, 187
- Hot Jobs, 188
- Human resources consulting, career design and, 107–108
- Humor, sense of, 18, 118
- IBM, 25
- Idealist.org, 26, 192
- Identity, forging a new, 138
- Inc., 191
- Inertia:
  - burnout and, xv–xvi
  - cautions about mid-career, 132
- Infospace, 188
- Injustices, 26. *See also* Nonprofits
- Institute of Electrical and Electronics Engineers (IEEE):
  - Computer Society, 187
  - Job Bank, 187
- The Institute for Global Ethics, xiii
- Institute for Women's Policy Research, xiii
- Instruction, private, 51–52
- Intellectual challenges, lack of, 65
- International Coaching Federation, 173
- Internet, 5
  - employment opportunities on, 185–195
  - keeping track of developments, 165
  - start-ups and, 105
- IRAs, 179
- "I Quit: Overworked Employees are Fed Up . . .", 67
- Job Banks USA, 188
- Job Circle, 190
- Jobhunt, 185
- Joyce, Amy, 64
- Just Tech Jobs, 190
- Kindergarten factor, 5
- King, Martin Luther, xiv
- Kulber-Ross, Elizabeth, 124
- Labor costs, outsourcing and, 22
- Language classes, 81
- Law:
  - issues in, 183
  - jobs opportunities, internet resources for, 190–191
  - obtaining degrees in, 103
  - teaching possibilities, 116
  - technological breakthroughs and, 4–5
- Legal Aid Society, 116
- Licensing programs, 103
- Lifestyle, 178
- Loneliness, 154
- Loyalty, work environments and, 6
- Magazines, internet resources, 191
- Magic thinking, 45–46
- Manners, lack of, 136–137
- Marketing Jobs, 194
- MBA's, 33
- Medical professions:
  - internet resources for, 191
  - part-time/flexitime opportunities, 28
  - technological breakthroughs and, 4–5
- Medsearch America, 193
- Merrill Lynch, 72
- Middle management, disappearance of, 31–32
- Money, 67

- Monster.com, 67, 188–189  
 Mullin & Associates, xiii
- National Starch and Chemical, 44  
 Negativity, acknowledgement of and moving beyond, 17  
 Networking. *See* Contacts, networking  
 “The New Retirement Survey,” 72  
*New York Times*, 44, 162, 192  
 Nonprofits, xvi, xviii  
   hidden opportunities, 111  
   impulse and opportunity, 167  
   internet resources, 192  
   myths about, 25  
   profiting from, 24–27  
 Nonprofit Oyster, 192  
 Nurses. *See* Medical opportunities  
 NYS DOL, 189
- Occupational Outlook Handbook, 188  
*On Death and Dying*, 124  
 Opinions, of family and friends, 44–46  
 Opportunities:  
   barriers to, 110–113  
   boredom and, 75–76  
   six incredible, 100–110  
   taking advantage of, 35–36  
 Options, boredom and, 75–76  
 Outsider status, 150–151  
 Outsourcing, 8  
   career design and, 101  
   as opportunity, 21  
   stressful environments and, 6  
 Outsourcing.com, 24  
 Outsourcing.org, 24  
 Outsourcing Institute, 24  
 Outsourcing-weblog.com, 24  
 Overworked employees, boredom and, 67–68
- Paradigms, getting beyond, 14–17  
 Part-time employment, 27–30  
   career design and, 101–102  
   multiple, xiv  
   hidden opportunities, 111  
   negative connotations about, 27  
   unhappy retirement and, 86  
 Peace Corp, 90  
 Perfectionist syndrome, 67  
   as a cause of burnout, 83–84  
 Performance reviews, reaction to mediocre, 17  
 Personality:  
   conflicts and termination, 74  
   mismatched career and, 152–156  
   boredom and, 65  
 Pharmaceutical Online, 193  
 Philanthropy News Digest, 192  
 Physical shape, 51  
 Physician Employment, 191  
 Podcasting, TUBB and, 61  
 Politics:  
   nonprofits and, 25  
   termination and, 41, 74  
 Position, termination and, 41  
 PR Newswire, 192  
 Predictability, absence of, 135  
 Preferences Scale, 91–92  
 Pride, 148  
 Private schools, 109  
 Procter & Gamble (P&G):  
   part-time and flextime opportunities, 28  
   phased retirement, 44  
 Professors, adjunct, 109  
 Profit Sharing Plan, 179  
 Project management, 108  
 Promotions, stressful environments and, 6  
 Protest marches, nonprofits and, 26  
 Puritan work ethic, 68  
 Purpose:  
   mistaking activity for, 71  
   monitoring progress, 143

- Qualifications, part-time work and, 27
- Race. *See* Diversity, challenges
- Real estate:  
   appraisals, 34  
   licensing courses, 103
- Red Cross, 24
- Rejection, 137
- Religion, 85
- Relocation, 169–170
- Renewal, 162–164
- Research, internet resources, 192–193
- Resilience, 113–114
- Resources, financial, xiv. *See also*  
   Contacts
- Restructuring, termination and, 41,  
   73–74
- Resume writing, 82
- Retail, part-time/flexitime opportunities,  
   28
- Retirement:  
   age, 42–44  
   assets, 179–180  
   boredom and, 69–73  
   coming out of 44  
   curing unhappy, 85–88  
   encouraging, 41  
   flex, 162  
   forced, 74–75  
   incentives, diversity challenges and, 7  
   myth of, 9–10, 42–44  
   phased, 44  
   premature, xi, 9–10  
   pursuing a meaningful, 87  
   redefining, 174  
   renewal and, 162–164  
   stress-induced, 5
- Rolodex, 113–114, 115
- Salary:  
   career design and requirements of, 98  
   living expenses and, 178
- raises, restructured organizations and, 6  
 taking a lower, 147–148  
   signs of progress, 148–149  
   warning signs, 148
- Sales Management, internet resources,  
   193–194
- Sarbanes-Oxley legislation, 32
- Satellite conferencing, 5
- Science, internet resources for, 193
- Science* magazine, 193
- Seasonal businesses, part-time/flexitime  
   opportunities, 28
- SEC Edgar Archives, 193
- Securities and Exchange Commission,  
   186
- Security, need for, 65
- Self-deception, retirement and, 71
- Self-esteem. *See* Confidence
- Self-fulfilling prophecy, 39
- Seminars, 33
- Seniors4hire.org, 165
- Sibson Consulting, 67
- Skills:  
   capitalizing on, 22–24  
   corporate, 53–54  
   nonprofits and, 25
- Small Business Administration, 99
- Smith, Jan, 108
- Snyder, Tom, 33
- Society for Human Resource  
   Management (SHRM)  
   Online, 189
- Society for Human Resource  
   Professionals, 67
- Soft approach, 115
- Sports, as a cure for boredom, 81
- Starbucks, 44  
   part-time/flexitime opportunities,  
   28, 101
- Star Chefs, 187
- Start-ups, 105–107  
   progress, signs of, 149–150

- Start-ups (*Continued*)  
 warning signs, 149
- Stewart, Sally, 47
- Stress:  
 burnout and, xi  
 fighting mid-career inertia, 132  
 the Golden Rule and, 16  
 personal and professional, 68  
 start-ups and, 149  
 technology and, 10  
 work environments and, 5–6
- Structure, absence of, 135
- Success, myths about, 54–55
- Sun Life Insurance, 75
- Support groups, 85
- Teaching:  
 career design and, 109–110  
 law and, 116  
*See also* Educational opportunities
- Team-building, 108
- Technology:  
 as a challenging trend, 4–5  
 information  
 consulting, 107–108  
 internet resources for, 190  
 outsourcing and, 22  
 part-time/flextime opportunities, 28  
 proficiency, 165–166  
 revolution, 30
- Techno-speak, 45
- Termination, xv–xvi  
 age, as a result of, 13  
 boredom and, 73–75  
 cures for, 88–90  
 reasons for, 40–42
- Text messaging, 5  
 TUBB and, 61
- Therapists, career, 173
- Things Used to Be Better (TUBB)  
 syndrome, 59–62, 79
- Transfers:  
 as a cure for boredom, 81  
 difficulty with, 118–119  
 to nonprofits, 25
- Travel, 43  
 boredom, 81  
 burnout, 68, 83  
 certification for agents, 103
- Trends, emerging business, 4–10  
 new careers in, 30–33
- Turn it, 89–90
- Tutoring, 167
- U.S. Business Advisor, 194
- U.S. Small Business Administration, 194
- United Way, 24
- Virtual teams, 5
- Volatility, 112
- VolunteerMatch.org, 104
- Volunteer work, xvi, 26  
 career design and, 104–105  
 hidden opportunities, 111  
 impulse and opportunity, 167  
 internet resources, 194  
 monitoring progress, 146–147  
 signs of progress, 146  
 warning signs, 145–146  
*See also* Nonprofits
- Walkstyles.com, 51
- Wall Street Journal*, 164, 186, 192
- Want ads, job searches, 81
- Washington Post, 64
- Web sites:  
 establishing, 23  
 job searches, 81  
*See also* Internet
- Work-at-home options, stress and, 6
- Workshop in Business Opportunities  
 (WIBO), 194
- Workshops, 33, 103
- Yellow Pages, 173
- YourEncore, 44, 165