

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
- Flextime, 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
 NYSDOL, 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’s 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