

EMPLOYEE ENGAGEMENT LIFECYCLE

01

Entry-Level/Early Career Typically Ages 20s to Early 30s

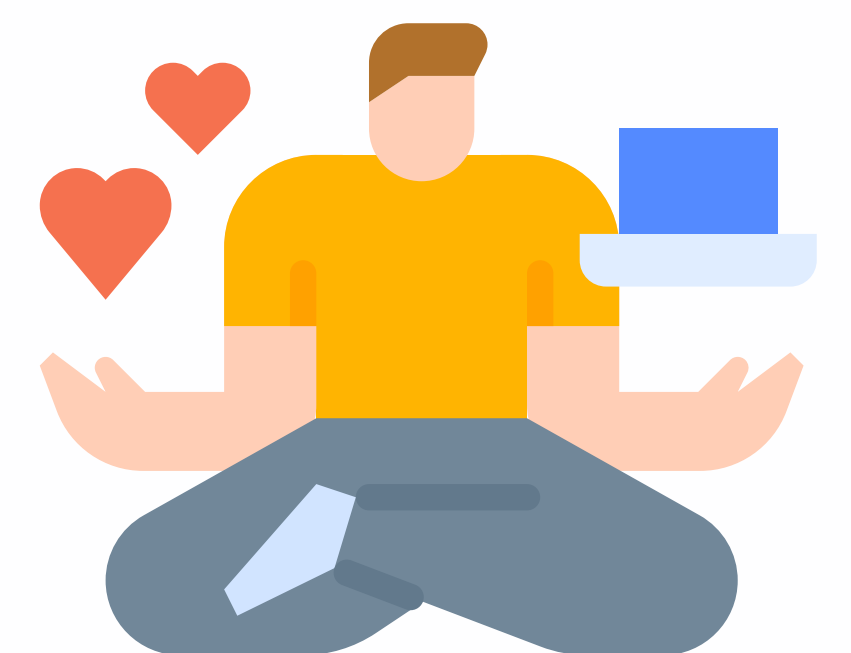
- New hires enter the workforce, often right out of education.
- They focus on learning and skill development.
- May change jobs and companies to gain experience.
- Building a professional network.



02

Mid-Career Typically Ages 30s to 40s

- Employees have gained experience and expertise.
- Focus on career advancement and leadership opportunities.
- May have increased responsibilities, possibly a family.
- Balancing work and personal life.



03

Late Career Typically Ages 40s to 50s

- Employees are established in their careers.
- May reach peak earning potential.
- Preparing for retirement and long-term financial security.
- Mentorship and knowledge transfer to younger colleagues.



04

Pre-Retirement Typically Late 50s to Early 60s

- Planning for retirement, including financial readiness.
- Consideration of part-time or reduced-hour work options.
- Knowledge transfer and succession planning.



05

Retirement Late 50s and Beyond

- Leaving the workforce, typically with the intention of not returning.
- Pursuing hobbies, travel, and personal interests.
- Possibly transitioning to consulting or advisory roles.
- Reaping the benefits of retirement savings and pensions.



EMPLOYEE ENGAGEMENT PRIORITIES

01

Entry-Level/Early Career Typically Ages 20s to Early 30s

- Skill development and career growth.
- Work-life balance and flexibility.
- Recognition and meaningful work.
- Learning and mentorship opportunities.
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02

Mid-Career Typically Ages 30s to 40s

- Career advancement and leadership opportunities.
- Achieving a balance between work and family.
- Financial security and long-term planning.
- Recognition for expertise and contributions.
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03

Late Career Typically Ages 40s to 50s

- Preparing for retirement, including financial readiness.
- Knowledge transfer and mentoring younger colleagues.
- Maintaining work-life balance.
- Continuing career growth or exploring "encore" careers.



04

Pre-Retirement Typically Late 50s to Early 60s

- Finalising retirement plans and financial security.
- Passing on knowledge and mentoring.
- Maintaining health and well-being.
- Considering part-time or flexible work options.
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05

Retirement Late 50s and Beyond

- Pursuing hobbies, travel, and personal interests.
- Enjoying financial independence and retirement savings.
- Volunteering or taking on advisory roles.
- Staying socially connected in retirement.
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EMPLOYEE ENGAGEMENT CHALLENGES

01

Entry-Level/Early Career Typically Ages 20s to Early 30s

- Job satisfaction and retention can be a challenge, as these employees may be exploring career options.
- Lack of experience can lead to imposter syndrome and self-doubt.
- High expectations for career progression may lead to impatience.
- Desire for a positive work culture and social engagement.



02

Mid-Career Typically Ages 30s to 40s

- Work-life balance challenges, especially for those with young families.
- Mid-career professionals may experience a "midlife crisis" in terms of career satisfaction.
- Need for skill updates to remain competitive.
- Seeking recognition and a sense of purpose in their roles.



03

Late Career Typically Ages 40s to 50s

- Balancing work and retirement planning.
- Potential age-related bias or discrimination.
- Motivating to stay engaged and innovative.
- Ensuring that their expertise is valued and transferred to the next generation.



04

Pre-Retirement Typically Late 50s to Early 60s

- Keeping focus on work while anticipating retirement.
- Dealing with the emotional aspects of leaving a long-time career.
- Ensuring a smooth transition for the team and organization.
- Managing the expectations of colleagues and superiors.



05

Retirement Late 50s and Beyond

- Adjusting to a life without a structured work routine.
- Maintaining a sense of purpose and identity post-retirement.
- Navigating healthcare and financial aspects of retirement.
- Ensuring a smooth handover of responsibilities if they remain in advisory roles.

