

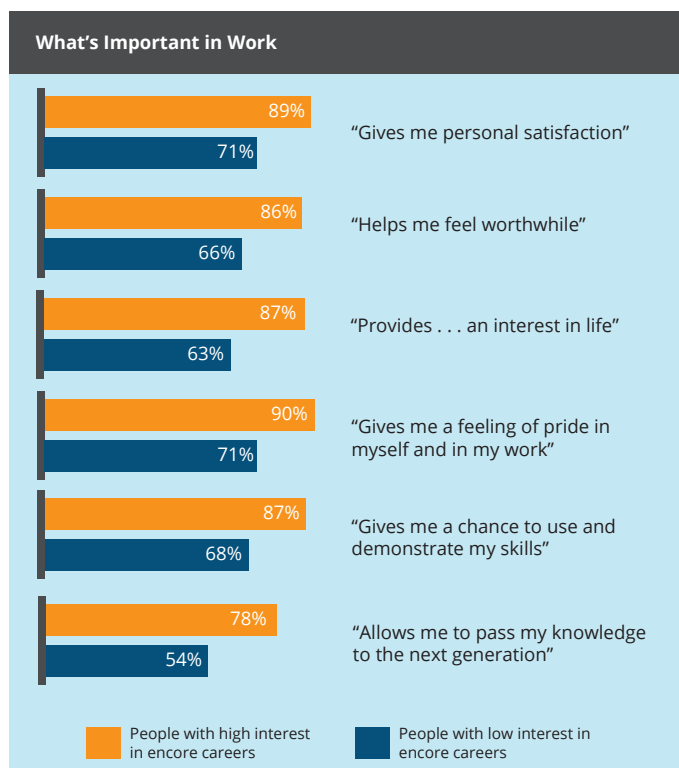
Working to Make a Difference: Before and During an Encore

How do people think about the rewards and challenges of work? How do these experiences and perceptions shape their attitudes towards encore careers? And how do expectations mesh with reality, once encore transitions are complete?

As the economy continues to improve and more people over the age of 50 express high levels of interest in encore careers that channel experience into work that improves the world, Encore.org asked respondents to its 2014 national survey to think about what they valued in paid work and what concerns they might have about a future encore career. To understand how reality measured up to expectations, we also asked people already in encore careers to compare their encore experiences to their previous work.

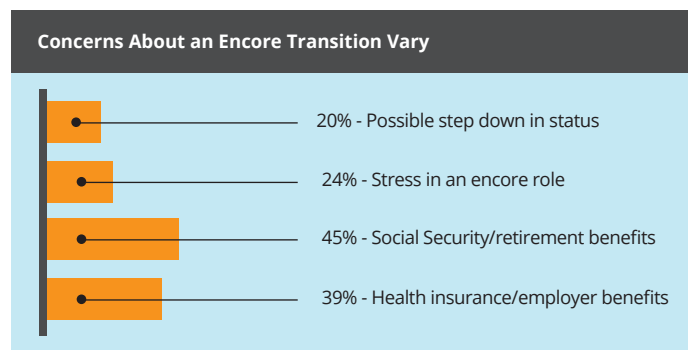
1 **People with high encore interest (currently in paid jobs) seek greater personal meaning and satisfaction at work than do those with low encore interest.** High levels of encore interest correlate with a greater sense of personal value placed on paid work. People with the highest levels of encore interest value many extra-monetary aspects of paid work far more than those less interested in encores.

Of particular note, many more people interested in encore careers seek the opportunity to pass knowledge on to future generations.



2 **Status, stress in encores are not primary concerns, but health care and benefits are.** People who are interested in encores are not particularly concerned about lower status or higher stress that might be part of an encore career. Other things, like health care and retirement benefits, are of much greater concern:

- Only one in five (20 percent) of those interested in encores are concerned that would be a step down in status.
- Only roughly one in four (24 percent) are concerned that an encore could be too stressful.
- Less than half (45 percent) are concerned about a potential reduction in Social Security or other retirement benefits.
- Nearly two in five (39 percent) are concerned about health insurance or other employer-provided benefits.



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3 In general, experience in encore careers matches individual expectations prior to encore work.

Once in an encore career, more than seven in ten people express the feeling that their encores are at least as (42 percent) or more (31 percent) satisfying than their earlier work. This finding persists across a number of measures:

- **Less stress.** More than half (53 percent) find their encores less stressful than their previous work. Only 6 percent of people in encores say their encore role is more stressful.
- **More enjoyable.** Almost half (46 percent) find their encore work more enjoyable than their prior work. (Again, only 6 percent find their encore role less enjoyable.)
- **More “who they are.”** Nearly four in ten people in encores (38 percent) say their encore career better expresses who they are as people than their previous work. Only one in 25 (4 percent) say that they are less able to express who they are in their encore than they had been in prior work.
- **Greater opportunity to contribute.** Roughly two in five people in encores (38 percent) found greater opportunities to contribute to society in their encore roles; one in 20 (5 percent) did not.

4 Despite greater personal satisfaction, legitimate challenges persist in encore roles.

More than half of people in encore careers (54 percent) say their encore is less financially rewarding than prior work. Two-thirds (67 percent) say it offers fewer health and retirement benefits. And two-thirds (66 percent) acknowledge that they could have earned more money had they stayed in their previous line of work.

Methodology

Encore.org, in collaboration with Penn Schoen Berland, conducted an online survey of a representative sample of 1,694 adults ages 50 to 70 in the United States. The survey was conducted between February 5 and 19, 2014 and March 19 and 25, 2014. The margin of error for the general population is ± 3.1 percent at the 95 percent confidence level, and ± 6.16 percent for some subgroups.