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A B S T R A C T

Occupational retirement is a major life transition that involves extensive planning, preparation, and coping strategies. Concept analysis was completed to explore adaptation to occupational retirement as a way to further understand sport retirement. Thirty-nine occupational-related articles were included in the final analysis. The primary antecedent to occupational retirement is financial stability, followed by age and family life. Antecedents to sport retirement include graduation, exhaustion of NCAA eligibility, and possibly injury. The antecedents are unique to each type of retirement, but the consequences are similar. Retirees of both types often experience feelings of loss, grief, depression, and identity crisis while adjusting to these changes. Achieving adaptation to the life transition of retirement can be enhanced by forming identities outside of work and sports, viewing the change as a gain rather than a loss, and preparing for retirement. Additionally, through this analysis, tools to measure quality of adaptation to occupational retirement were discovered. These tools could be applied to sports in future research.

Keywords: Adaptation, Adjustment, Athletes, Sports

Most people spend upwards of 40 years of their lives working. Their profession contributes extensively to their identity and lifestyle. In America, after asking a new acquaintance their name, their next question often is, “What do you do?” Our lives are often centered around our job’s schedule, demands, and responsibilities. If an individual works 50 weeks per year at an average of 40 hours per week for 40 years and retires at age 65, they will have spent 80,000 hours working, which is approximately a quarter of their adult life. It is understandable that a person’s profession often becomes their identity. Work also provides self-realization, purpose, and meaning to life (Liu & Allan, 2022; Sousa et al., 2021). When the working phase of life ends, many people feel a sense of relief and freedom, while others struggle with loss, grief, and identity crisis.

Retirement is not a single event but a very multi-faceted, complex process, which will be explored here through the use of concept analysis (Leinonen et al., 2022; Sousa et al., 2021). Individuals often spend years planning for retirement and there are numerous factors, such as finances and family life, that greatly influence the decision to retire. Occupational retirement occurs when an individual leaves their career or paid employment, traditionally around the age of 65 (Laberon et al., 2019; Leinonen et al., 2022). It is one of life’s major transitions and has been the subject of extensive research (Schlossberg, 1981). It has recently gained further attention with a focus on delaying retirement due to the instability of social security benefits, the aging population, and the amount of turnover in certain fields (Choi & Schoeni, 2017; Liu et al., 2018; Shobo & Wong, 2019; Wargo-Sugleris et al., 2018).

Another major life transition with similar characteristics to professional retirement is retirement from competitive sports. During sport participation, significant time, money, and identity are tied to sports. Sport retirement most often occurs in the transition from high school to college, as athletes age out of their sport and graduate from high school. On average, only 8.3% of high school females and 6.3% of males go on to compete in their sport at a National Collegiate Athletics Association (NCAA) institution (NCAA Research, 2020). Beyond college, the likelihood of competing in professional sports is slim, with an average of 4.2% (NCAA Research, 2020). The average of 4.2%
only includes the draft-eligible sports of baseball, men’s basketball, women’s basketball, football, and men’s ice hockey (NCAA Research, 2020). Likely, the probability of competing in an Olympic sport beyond college is even less. Professional sport retirement occurs due to a number of factors, such as age, health status, deselection, or injury. What this indicates is that sport retirement is inevitable and occurs at the scholastic, collegiate, and professional levels.

In transitional periods of life, individuals must adapt accordingly. If adaptation does not happen, people begin to operate and cope while in a deficit situation, often due to a lack of resources (Schlossberg, 1981; Wang et al., 2011). There is extensive research surrounding sport retirement and the factors that may influence the ability to navigate the transition and adapt to the change. Preparedness, strength of athletic identity, athletic success or failure, and support systems can all influence the quality of adaptation (Beamon, 2012; DeFreese et al., 2021; Kidd et al., 2018; Lavallee, 2019; Manswell & Barnicle, 2018; Menke & Germany, 2019; Park et al., 2012).

The general purpose of concept analysis is to identify the basic elements of a concept, such that its characteristics can be described and distinguished from other similar concepts (Walker & Avant, 2019). Concept analysis can be useful for developing research instruments and interview guides (Walker & Avant, 2019). The purpose of this concept analysis was to provide further insight into the antecedents and consequences of sport retirement, by analyzing occupational retirement. Specifically focusing on factors that enhance or inhibit successful adaptation to retirement. An additional goal was to find a tool to measure adaptation to occupational retirement so that it can be applied to sport retirement. Therefore, we explored the attributes and antecedents of retirement and applied those findings to sports. We also explored factors that contribute to adaptation or failure to adapt in depth within the consequences section of this paper and applied those findings to sports.

Method

The eight-step iterative process of concept analysis by Walker and Avant (2019) is widely used and was the guide for this analysis. The analysis process is as follows:

1. Select a concept.
2. Determine the aims or purposes of the analysis.
3. Identify all uses of the concept that you can discover.
4. Determine the defining attributes.
5. Identify a model case.
6. Identify borderline, related, contrary, invented, and illegitimate cases.
7. Identify antecedents and consequences.

Concept analysis aims to provide operational definitions of a concept to use in theory and research (Walker & Avant, 2019). It is especially useful in emerging areas of research where concepts evolve with new knowledge, making the analysis subjective and based on the authors’ interpretations (Walker & Avant, 2019). It was determined that concept analysis was a good fit for this project to define the concept of occupational retirement as a means to further understand the phenomenon of sport retirement. Therefore, the strategic search process focused on occupational retirement.

A single author, with the assistance of a health sciences librarian, conducted the search process outlined in Figure 1, which was then used to complete steps 3 and 4 of the concept analysis. Databases searched included Academic Search Premiere, CINAHL, ERIC, APA PsycINFO, and Medline. The core search terms were retirement, work, adaptation, and adjustment, and were used in combinations such as retirement AND work, adaptation AND retirement, and adjustment AND retirement. To manage the large number of articles found, the search was further delimited to sources with search terms in the title of the paper. Articles included in the analysis were those published in English in peer-reviewed journals within the last five years. Several articles on retirement in foreign countries but published in English also were considered. After a thorough review of abstracts and full publications, the following articles were excluded: review or meta-analysis; articles centered on retirement as a consequence of physical disability; articles emphasizing a subject of interest who was not the retiree; and articles within which the variable of interest was not aligned with professional retirement or adaptation/adjustment to retirement.
Duplicate articles were removed, resulting in a total of 39 articles included for analysis. Although its publication date fell outside the range, an article by Wang et al. (2011) also was included due to its frequent citation in the literature. Findings of all reviewed sources are included in the supplemental appendix.

**Figure 1**

*Flow Diagram of the Literature Search Process*

![Flow Diagram](image)

**Definitions and Uses of the Concept**

According to Merriam-Webster (n.d.) the definitions of retirement are;
1a) an act of retiring: the state of being retired
1b) withdrawal from one’s position or occupation or from active working life
1c) the age at which one retires
2) a place of seclusion or privacy

Synonyms for retirement include pullback, recession, retreat, and withdrawal (Merriam-Webster, n.d.). This concept analysis focused on traditional, occupational retirement. This can be defined as the cessation of a professional role, loss of a major role, or withdrawal from paid employment (Laberon et al., 2019; Leinonen et al., 2022). Leinonen et al. (2022) describe retirement as the “withdrawal from paid employment of workers who are relatively close to statutory retirement ages and typically entitled to pensions or other benefits” (p. 1). Retirement can be analyzed from institutional, organizational, or individual levels. For the purpose of this concept analysis, focus was placed on the individual level of retirement to examine how people adjust or fail to adjust to the phenomenon of retirement (Leinonen et al., 2022; Wang et al., 2011).
The definition of sport retirement is derived from the definition of occupational retirement. Retirement from sport includes cessation of a competitive athletic role and loss of a major sport-related role. Sport retirement could also be examined from different vantage points; institutional, environmental, and individual (Schlossberg, 1981). For the sake of this analysis, the focus is on the individual aspects of sport termination, using occupational retirement as a way to further understand sport retirement.

**Defining Attributes**

Defining attributes are the characteristics of a concept that differentiate it from other related concepts (Walker & Avant, 2019). The attributes can be likened to diagnostic criteria in the medical field. It is pertinent that the attributes be simplified into the most relevant, defining factors.

**Defining Attributes of Occupational Retirement**

When analyzing the vast amount of literature on professional retirement, two primary attributes were consistently evident, with two other characteristics frequently mentioned. The first defining attribute is the presence of an occupation. The second attribute is the loss of or withdrawal from that occupation. Typically, some form of pension or social security fund provides financial support to individuals during retirement (K C et al., 2021; Klammer, 2020; Leinonen et al., 2022). Often, these funds are only available after a certain age, approximately 65, making retirement from occupation an “age-related transition” (Man & Man, 2019).

Occupational retirement is a dynamic process that may require months or even years of planning. Eagers et al. (2022) explain that many people view it as a three-stage process consisting of preparation, transition, and retirement. The transitional phase involves cessation of employment and retirement, marked by involvement in new roles and activities (Eagers et al., 2022; Lee & Yeh, 2019; Silver, 2021). The explanation provided by Eagers et al. (2022) seems appropriate, with retirement seen as the adjustment to a new phase of life, new identities, interests, and responsibilities.

**Defining Attributes of Sport Retirement**

By using occupational retirement to explain sport retirement, it could be concluded that the two primary defining attributes of sport retirement would be involvement in a competitive sport and cessation of sport participation. Retirement from sport could also be considered an “age related transition.” Youth and collegiate athletes may age out of competitive sport participation if they do not continue beyond high school or college, often coinciding with graduation or exhaustion of eligibility. Professional sports are more closely linked to occupational retirement as they typically last longer than scholastic sports, athletes are older when they retire, and there are greater financial implications. However, the key attributes of participation and subsequent termination of participation remain consistent.

**Antecedents**

Walker and Avant (2019) define antecedents as the factors that need to be in place before the concept occurs. Antecedents are different from the defining attributes and must precede the concept.

**Antecedents to Occupational Retirement**

For the case of occupational retirement, antecedents can be divided into factors that promote “on-time” retirement and factors that delay retirement. The focus of this paper is “on-time” retirement, which typically is 65 years of age. The primary antecedent for “on-time” retirement is financial stability. Financial means could come from personal savings, investments, and/or pension or social security (Man & Man, 2019). Financially stable individuals are less likely to continue working past retirement age (Klaesson et al., 2018; Man & Man, 2019; Riekhoff, 2018; Salminen et al., 2018). Sousa et al. (2021) found that even individuals in a poor working environment...
continued to stay in that role until they reached full eligibility for a pension or social security benefits to ensure future financial security. Conversely, those with more financial security could opt to retire early (Sousa et al., 2021).

Other factors that lead to “on-time” retirement are the worker’s professional experience and family life. First, individuals with a longstanding job in an organization, with minimal change in daily working life, are more likely to retire on time (Man & Man, 2019). Those in lower positions within an organization also are more likely to retire on time (Man & Man, 2019; Sousa-Ribeiro et al., 2022). Additionally, high-demand, high-stress positions or positions with low job control led to prompt retirement or even early retirement in some cases (Mäcken, 2019; Man & Man, 2019; Sousa-Ribeiro et al., 2022). Those with already retired spouses and/or who have grandchildren are also likely to retire on time (Man & Man, 2019). Conversely, when high-involvement work practices are implemented to give employees skills, information, and motivation, the intention to retire decreases (Jiang et al., 2021; Salminen et al., 2018). Sources of delayed retirement include lack of financial resources, lower education level, education-related debt, and high job satisfaction with autonomy (Shobo & Wong, 2019; Sousa et al., 2021; Wargo-Sugleris et al., 2018).

Antecedents to Sport Retirement

The antecedents to sport retirement are not as clear as they are for occupational retirement. Most athletes predictably retire “on-time” from scholastic and intercollegiate sports due to eligibility status and/or graduation. However, some student-athletes may choose to end sport participation “early” for a number of reasons, such as physical or mental health concerns, schedule demands, academic reasons, or sport-related stressors (DeFreese et al., 2021). For professional athletes, the decision to retire is influenced by factors such as readiness to move on, achievement of sport goals, difficulties with coaches, and concerns about long-term physical, mental, and cognitive health (DeFreese et al., 2022; Sinclair & Orlick, 1993).

Unlike career retirement, athletes do not necessarily receive a pension-like benefit after retirement. Collegiate athletes do not receive financial benefits after retirement; instead, they may experience a loss of financial benefits such as scholarships, cost of attendance, and/or name, image, and likeness deals that are tied to sports. Professional organizations may provide pension benefits after a certain number of years of service, but there are stark differences in quality and quantity of benefits among professional organizations.

The risk of unpredictable retirement unfortunately can occur in sports due to injury or deselection (i.e., not getting a contract renewed or being cut from the team). In recent years, some athletes have experienced non-normative transitions due to the COVID-19 pandemic and subsequent cancellation of seasons, leading to forced and unpredictable retirement (Kennedy, 2021). Predictable and unpredictable, or normative and non-normative, retirement antecedents may highly influence the consequences of sport retirement. Those who experience unpredictable retirement tend to struggle more with the transition process, compared to those who experience predictable retirement (DeFreese et al., 2022; Park et al., 2012).

Consequences

Consequences are the outcomes of the concept or the events that follow from the concept (Walker & Avant, 2019). Following major life changes, there is a transitional period in which the individual either successfully navigates the change and adapts to their new life or fails to do so (Schlossberg, 1981). Therefore, the consequences of retirement can be positive or negative. In the literature on occupational retirement, there are clear factors that promote retirement adaptation. Analyzing the consequences of occupational retirement and identifying what leads to successful adjustment was a major focus of this concept analysis, providing insight into what may be effective in promoting successful adaptation to sport retirement.

Consequences of Occupational Retirement

It has been established that retirement is not something that occurs in one day and is often the result of months of planning and strategizing with colleagues and family. The decision to retire is
not taken lightly by all involved. Despite the planning and preparation, Man and Man (2019) discovered that well-being and life satisfaction decreased at six months post-retirement but returned to normal after one year. This indicates that there is a period of loss and grief that retirees experience, much like the loss of a loved one (Eagers et al., 2022; Man & Man, 2019; Záhorcová et al., 2021). Some may experience symptoms of depression (Mezuk et al., 2022; Yuan et al., 2022). The loss is more painful if the individual held a prestigious position with rewarding experiences at work (Man & Man, 2019).

Additionally, individuals struggle with adjustment to retirement if they have failed to establish other identities and interests outside of their professional life (Eagers et al., 2019; Eagers et al., 2022). In these cases, the grief response experienced by retirees can impact health significantly (Eagers et al., 2022). Lack of outside identity, a prestigious position, and a primary focus on work throughout life may influence the ability to adjust to retirement. The loss that is often felt during retirement follows the loss of the individual’s primary identity, the professional role they have engaged in over their working life. Without the establishment of other identities and interests and in the absence of inclusion into new groups, there may be a lack of adjustment to retirement and a lower level of well-being (Haslam et al., 2019; Sohier et al., 2021; Wanka, 2020). Based on personality type, neuroticism is also an indicator of poor adjustment in retirement (Hansson et al., 2020; Serrat et al., 2018).

Conversely, other individuals view retirement as a gain rather than a loss (Laberon et al., 2019; Záhorcová et al., 2021). These individuals indicate that having no constraints and more free time are benefits of retirement (Laberon et al., 2019; Záhorcová et al., 2021). The increase in free time allows for spending more time on household chores, family care, and basic self-care activities such as shopping, cooking, and exercise (Lippke & Cihlar, 2021; Wanka, 2020). The transitional experience can improve with engagement in other meaningful activities such as taking care of grandchildren and volunteering (Eagers et al., 2019; Eagers et al., 2022; Lee & Yeh, 2019). Forming new groups and identities in the transition process and maintaining previous social groups is essential to successful adaptation (Grotz et al., 2017; Haslam et al., 2019; Lam et al., 2018; Lee & Yeh, 2019; Wanka, 2020). When it comes to personality type, extraversion and optimism were associated with positive adjustment (Hansson et al., 2020; Serrat et al., 2018; Topa & Pra, 2018).

The resource-based dynamic model was mentioned repeatedly in the literature on retirement and adjustment. Therefore, it was included in the concept analysis. The resource-based dynamic model emphasizes the critical balance between resources and deficits to achieve adaptation to retirement (Schlossberg, 1981; Wang et al., 2011). Wang et al. (2011) argue “that the ease of adjustment is the direct result of the individual’s access to resources” (p. 206). Resources refer to the capability to fulfill one’s needs and can be physical, cognitive, motivational, financial, social, and emotional resources, which could also be described as psychosocial competence (Wang et al., 2011). Numerous factors influence adjustment to retirement. Thus, there are multiple ways to measure aspects of adjustment to retirement, such as happiness, emotional well-being, life satisfaction, and mental health (Wang et al., 2011). Well-being, life satisfaction, and depression repeatedly appear in retirement literature as descriptors of adaptation.

**Consequences of Sport Retirement**

Similar to professional retirement, adaptation (or lack thereof) to sport retirement is the primary consequence and an extremely important piece of the retirement puzzle. Many athletes have participated in sports since youth and often have a strong identity surrounding their sport, but the length of participation is much shorter than a traditional 40-year career. Conversely, the length of time in a role (occupational or sport-related) does not necessarily equate to the strength of identity tied to that role. Athletic identity has been shown to impact the quality of adjustment. Individuals with stronger athletic identity scores may be less successful in adapting to post-sport life and/or experience more difficulties during the transitional process (Beamon, 2012; Kidd et al., 2018; Menke & Germany, 2019).

When athletes retire from sport, they experience the same feelings of loss and grief mentioned in occupational literature (Giannone et al., 2017; Lavallee & Robinson, 2005). It has been noted that athletes may experience symptoms of depression, anxiety, sadness, identity crisis, and a change in support groups upon retiring from sport (Giannone et al., 2017; Harry & Weight, 2021; Lavallee &
Robinson, 2005; Sinclair & Orlick, 1993). Adverse emotions and negative transitional experiences can be more apparent when individuals experience unpredictable retirement (Park et al., 2012). Also similarly to career retirement, the adverse and distressing emotions tend to peak around six months post-retirement and subside within one year (Stephan et al., 2003). Lastly, preparing for retirement, career exploration, diversifying identity, creating a support network, and viewing the transition out of sport as a gain rather than a loss can enhance the likelihood of successful adaptation (Barczar-Renner et al., 2020; Manthey & Smith, 2023; Park et al., 2012; Sinclair & Orlick, 1993).

Figures 2.1 and 2.2 outline the antecedents to occupational and sport retirement along with the factors that may influence adaptation. As stated, both phenomena are marked by the cessation of a role, followed by a transitional period. Retirees of both types may view this transition and subsequent role change as a loss or gain. Thus, some may be devastated by the change, while others are ready for the freedom retirement brings. It is documented in the literature that identity greatly influences the likelihood of adaptation (Eagers et al., 2019; Menke & Germany, 2019). Developing identities and social support networks outside of work or sport may be key factors in successful adjustment (DeFreese et al., 2021; Manthey & Smith, 2023; Wang et al., 2011).

Example Cases

Steps five and six of the Walker and Avant (2019) concept analysis process involve identifying a model case followed by borderline, related, contrary, invented, and/or illegitimate cases. The purpose of the cases are to put the concept in context by providing examples. The cases are also important for deciding what qualifies as a defining attribute. A model case includes all of the defining attributes of the case and is a pure iteration of the concept (Walker & Avant, 2019). Borderline cases include most of the defining attributes, but not all or have a major deviation from one of the attributes (Walker & Avant, 2019). Related cases do not contain all of the defining attributes, but are related to the concept in some way and provide perspective on how the concept fits into the bigger picture (Walker & Avant, 2019). Contrary cases are clearly “not the concept,” which creates a clear distinction between what is and is not the concept (Walker & Avant, 2019).

For the following examples, Joe and Lisa are model cases of occupational and sport retirement, respectively. The model cases highlight the significance of financial stability, identity exploration, and preparation. Jen provides a related, yet contrary case of occupational retirement, while Matt demonstrates a contrary case of sport retirement. These contrary cases illustrate the challenges of inadequate retirement planning and the consequences of neglecting to explore interests beyond work or athletics.

Figure 2.1

Antecedents and Consequences of Occupational Retirement
Over the past 25 years, Joe held a prominent position as an attorney for the state. Before working for the state, he practiced law in a private firm. He had been very diligent in contributing as much as possible to his retirement account to ensure financial stability beyond his working years. Paired with contributions from the state, his retirement account enabled him to sustain his lifestyle for years to come. Additionally, his wife retired a few years prior and had good benefits as a retired public-school teacher for the past 20 years.

Joe found great satisfaction in the work he did and had an excellent rapport with his colleagues. He truly loved his job. Although his professional life was extremely important to him, Joe made time to travel across the country to visit his daughters and grandchildren. He was active, biking and golfing in the summer and skiing in the winter. He even volunteered to patrol the local ski slope. In his free time, he coached club volleyball, continuing his love for the sport he played in college. After a few years of planning, Joe retired from his professional role as an attorney shortly after turning 65.

Joe had formed multiple identities over the years: attorney, husband, father, grandfather, skier, golfer, avid traveler, and coach. For two years before retirement, he and his wife planned for the transition. They sold their large family home and moved into a low-maintenance condo. This move decreased their living costs so they could travel more. Joe also worked hard to create a succession plan at work and assisted with hiring and training his replacement. When the official day of retirement came, Joe knew he had made a professional impact. He was ready for the transition and welcomed the flexibility to spend more time coaching, skiing, golfing, and traveling. By creating and sustaining multiple identities throughout his adult life, Joe adjusted well to retirement. An added bonus was that his wife was already retired, and they were both looking forward to spending more time with their children and grandchildren who lived in different parts of the country. Joe and his wife were both thriving and living a retirement life that is often envied by others.

Lisa was a star track and field athlete throughout her high school and collegiate career. She was recruited to a Division I university with a full-ride scholarship. During her collegiate career, she set numerous records and won multiple athletic awards. She was one of the top athletes at her university, in her conference, and even competed on the national stage. She strongly identified with her role as an athlete and a leader on the team, but consciously made an effort to pursue other interests.

Growing up in a small town, Lisa always had to find ways to entertain herself. One of those was through music and teaching herself how to play the guitar. She continued her musical endeavors throughout college by singing at open-mic nights and participating in other on-campus music-related activities. While being an athlete was one of her top priorities and took up much of her time, she
also created another identity through music. Through this involvement, she built a group of friends who weren’t athletes, helping her maintain a balanced life.

When Lisa’s NCAA eligibility came to an end and she was no longer the “track star” she had been for the last eight years, she made a smooth transition. By forming other identities outside of sport, Lisa was able to embrace the changes in her post-sport life. Surrounded by a strong support group of both athletes and non-athletes, she had a music-related job waiting for her upon graduation and other exciting life events to look forward to. By appreciating her time on the track, competing hard, and diversifying her identity, Lisa was able to move forward with life while still cherishing her athletic past.

A Related, Yet Contrary Case of Occupational Retirement

Jen started working for her father’s real estate development company after she graduated from college. She was dedicated to continuing her father’s legacy and enjoyed investing in the community where she had lived most of her life. Though the job was a demanding one, she loved it and poured her heart and soul into the business, especially after her father’s passing. Despite her busy career, she got married and had two lovely children. While she maintained strong friendships, work and family responsibilities consumed most of her time.

Jen’s succession plan had been in the works for years before her retirement. She was passing the business over to her son and was confident in his abilities to keep pushing the business forward. She was excited about the prospect of traveling with her husband and spending time with her two grandchildren during retirement but was also very nervous about this transition because her work had been her identity for 45 years. She knew the time was approaching, but couldn’t help but wonder what she was supposed to do with her newfound freedom.

When Jen finally cleared out her office and drove away from the building for the last time, she had mixed emotions. She felt excited and relieved, yet also terrified about the unknown future ahead. The transition period was marked by brief bouts of depression, likely stemming from her loss of identity and lack of social support. She felt a sense of worthlessness for not contributing professionally, and guilt for missing out on social outings and her children’s activities due to work commitments. While she knew her work had been impactful, she now questioned her priorities and struggled to find her new identity.

A Contrary Case of Sport Retirement

Matt grew up in a family full of competitive athletes. His parents competed in sports semi-professionally, and both of his siblings played sports in college. It also was expected that he would play sports and compete at a high level. At the age of 2, Matt picked up a basketball and never looked back. He played a few other sports growing up, but basketball became his identity. Throughout college he continued to play and led his team to win multiple conference championships. With this success, he was able to play professionally in various leagues in the United States and Europe. Unexpectedly, the league he was playing in went bankrupt and ceased all operations. Matt was devastated by this turn of events. While there were other leagues to play in, he also saw it as an opportunity to explore other endeavors where he could succeed.

After closing the chapter on his basketball career, Matt moved across the country from his family to pursue a job in marketing. Despite having friends in the new community, it was not the same as having his teammates around, seeing them for hours every day while training, practicing, and traveling for games. As Matt settled into his new job and the excitement of moving wore off, he struggled to find a new identity. No longer the basketball player everyone knew him as in his hometown, he faced the challenge of forming a new community of friends, which can be difficult as an adult. Due to the unexpected nature of his retirement, along with the lack of preparation and identity exploration, Matt struggled with the retirement process and found it challenging to work intentionally on rebuilding his community and discovering a new non-athletic identity. This was essential for him to successfully adjust to post-sport life.

Empirical Referents of Occupational and Sport Retirement
Empirical referents are indications that the phenomenon did occur (Walker & Avant, 2019). They may be identical to the defining attributes. In the case of occupational retirement, the primary empirical referent is the cessation of a professional role and working life. Additionally, individuals often receive a social security or pension benefit upon retirement. The phenomenon of retirement typically happens around the age of 65. These empirical referents directly align with the antecedents and effectively indicate professional retirement. For sport retirement, the main empirical referent is cessation of an athletic role and competitive sport participation due to factors such as age, health status, deselection, or a voluntary decision to retire.

Empirical referents also can be used to measure the attributes or characteristics of a concept, but they are not a way to measure the concept directly. Rather than measuring rates of retirement, this analysis aimed to explore how to assess the quality of adaptation to retirement. The studies reviewed here identified the following indications of adaptation, such as quality of life and well-being, life satisfaction, depression, physical functioning, and retirement resources (Ćwirlej-Sozanska et al., 2021; de Freitas Pinho França et al., 2022; Eagers et al., 2022; Gvozd et al., 2019; Laberon et al., 2019; Leung & Earl, 2012; Martins Pedreiro et al., 2021; Rodwell, 2022; Sjöberg, 2021; Sohier et al., 2021; Topa & Pra, 2018; Wang et al., 2011; Yeung, 2017). Quantifying an abstract concept such as adaptation or adjustment can be challenging. Therefore, these measures are useful in indicating an individual’s level of adaptation or lack thereof. Further, these measures could be used to evaluate an athlete’s quality of adaptation to retirement.

Limitations

Due to the vast amount of literature on occupational retirement, we employed carefully calculated search strategies to narrow our focus. The terms adjustment and adaptation were crucial to include because these processes are the primary focus of this analysis. By incorporating both search terms in the title, we ensured that the articles identified were relevant to the topic of interest – adjustment or adaptation to retirement from work. While the analysis is robust, the search process could be considered a limitation, as there are more than 8,500 articles on the topic of retirement, with only 39 included in this analysis.

The analysis explains that various factors may influence one’s successful or unsuccessful adaptation to retirement. However, due to the restriction of search terms, the analysis does not explore many of these potential mediating factors, which is a limitation. A mediating factor is a variable that influences the relationship between the independent variable (i.e., retirement) and the dependent variable (i.e., adaptation). One such factor could be an individual’s overall sense of meaning in life and the significance attributed to an occupation, title, or position. Meaning in life can be defined as “the sense made of, and significance felt, regarding the nature of one’s being and existence” (Steger et al., 2006, p. 81). Having meaning in life is associated with work enjoyment, life satisfaction, happiness, and other psychological factors (Steger et al., 2006). Conversely, a lack of meaning in life may lead to depression, anxiety, substance abuse, and suicidal ideation (Steger et al., 2006). Other tertiary factors, such as occupational retirement, also may influence adaptation to life transitions, but these were not explored due to the limitations of the search strategy. Future research should explore mediating factors, such as meaning in life, to gain a more comprehensive understanding.

Conclusion

From high school to college to professional teams, many athletes retire from sports each year. Likewise, individuals retiring from their lifelong careers is a common occurrence. After retiring from either sports or work, individuals face the challenge of transitioning to retirement. Occupational and sport retirement share similarities that have allowed a deeper understanding of sport retirement based on the vast amount of occupational retirement literature. In professional retirement, there must first be a career to retire from, just as there must be sport participation to retire from in the case of sports. Typically, retirement is predictable or normative when reaching benefit-eligible age or exhausting athletic eligibility. However, it can be unpredictable and non-normative, such as losing a job or deselection. Regardless of circumstances, the goal for retirees in both situations is to successfully adapt to their new lifestyle. The quality of adjustment is influenced
by the strength of identity tied to sports or work (Eagers et al., 2019; Menke & Germany, 2019). Factors that promote adjustment to both types of retirement include diversifying identity early, creating a strong social support network, and preparing for retirement (DeFreese et al., 2021; Manthey & Smith, 2023; Wang et al., 2011). In the sport retirement literature, there is a gap in knowledge specific to measuring adaptation to sport retirement. Professional retirement literature quantifies adaptation by operationalizing well-being, quality of life, life satisfaction, and depression (Ćwirlej-Sozanska et al., 2021; Hansson et al., 2019; Laberon et al., 2019; Sohier et al., 2021; Wang et al., 2011; Yeung, 2017). The most frequent indicator of successful adaptation used in the literature is life satisfaction. Therefore, life satisfaction may be crucial for quantifying adaptation to sport retirement, as well. Future research could help identify athletes who struggle with adjusting to their new normal. Applying the insights gained from this concept analysis of occupational retirement to sport retirement will enhance existing literature and provide guidance to those navigating the significant life event of sport retirement.

References


Manthey, C., & Smith, J. (2023). “You need to allow yourself to grieve that loss and that identity.” College athletes’ transition to life after college sport. *Journal of Athlete Development and Experience, 5*(1), 2. https://doi.org/10.25035/jade.05.01.02


### Supplemental Appendix
Findings of the Reviewed Sources

<table>
<thead>
<tr>
<th>Authors</th>
<th>Article Type</th>
<th>Purpose</th>
<th>Design</th>
<th>Target Population</th>
<th>Variables of Interest</th>
<th>Major Themes/ Results</th>
</tr>
</thead>
<tbody>
<tr>
<td>De Freitas et al., 2022</td>
<td>Methodological</td>
<td>Validate the Retirement Resources Inventory in Portugal</td>
<td>Instrument validation</td>
<td>Portuguese retirees; 45–90 years (N = 450)</td>
<td>Original Dimensions: Physical resources; financial resources; social resources; emotional resources; Cognitive resources; motivational resources</td>
<td>Confirmatory factor analysis retained 30 questions with 4 factor loadings</td>
</tr>
<tr>
<td>Lee &amp; Yeh, 2019</td>
<td>Original Research</td>
<td>Examine retirement decisions, adaptation, and learning processes</td>
<td>Qualitative</td>
<td>Taiwanese “baby boomer” generation; 55–68 years (N = 31)</td>
<td>Semi-structured interview questions</td>
<td>Emergent themes: straightforward decision making, retirement planning, hesitancy, and involuntary retirement</td>
</tr>
<tr>
<td>Martins et al., 2021</td>
<td>Methodological</td>
<td>Validate the Positioning Scale for Adaptation to Retirement (EPFAR)</td>
<td>Instrument validation</td>
<td>Portuguese retirees; mean age 63.58 years; 57.4% female; 42.6% retired 3–5 years (N = 115)</td>
<td>Exploratory factor analysis</td>
<td>EPFAR is a valid and reliable instrument for assessing positioning toward retirement</td>
</tr>
<tr>
<td>Silver, 2021</td>
<td>Original Research</td>
<td>Examine the relationship between work identity and retirement by examining multiple</td>
<td>Multimethod qualitative</td>
<td>Academic physicians in Canada; 27–76 years; 43.3%</td>
<td>Work identity, intergenerational conflict, retirement</td>
<td>Bottleneck for career advancement; More work, less balance; intergenerational conflict and retirement from medicine</td>
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<tr>
<td>Study</td>
<td>Methodology</td>
<td>Findings</td>
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<tr>
<td>Yuan et al., 2022</td>
<td>Original Research</td>
<td>Examine the effect of late retirement and multiple-job holding on mental health among older Chinese adults. Cross-sectional observational analysis of an existing data set (China Health and Retirement Longitudinal Study [CHARLS]). Chinese older workers (N = 5,587). Late retirement; multiple job holding; mental health/depression. Modest engagement in late careers and multiple job holding can benefit mental health, but overlap can overburden older adults.</td>
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<tr>
<td>Grotz et al., 2017</td>
<td>Original Research</td>
<td>Investigate the relationship between psychological transition and adjustment to retirement and cognitive performance in older adults. Cross-sectional Observational Analysis. Approche Multidisciplinaire Integree cohort of French retirees from agriculture; living in southwestern France; 65+ years (N = 590). Perception of the work setting, experience of the retirement transition, adaptation to retirement (9 variables), and neuropsychological measures (global cognitive functioning, episodic memory, verbal fluency, attention, and psychomotor speed). Several factors are determinant of good cognitive functioning at retirement. Better cognitive performance is observed among older adults who have a positive consideration of former work and who adequately adapted to post-retirement life.</td>
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<tr>
<td>Hansson et al., 2019</td>
<td>Original Research</td>
<td>Investigate direct and indirect associations between the Big Five personality traits and life satisfaction over the retirement transition. Longitudinal, Cross-sectional observational analysis of an existing data set (Health, Ageing, and Retirement Transitions in Sweden [HEARTS]). Older adults; 60–66 years (N = 796). Big Five personality traits; self-esteem; social support; physical health; cognitive ability; financial satisfaction; life satisfaction. Extraversion, agreeableness, and conscientiousness are positively related to life satisfaction through self-esteem, autonomy, and social support. Neuroticism is negatively associated with life satisfaction through lower levels of self-esteem and negative changes in autonomy and social support.</td>
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<tr>
<td>Authors</td>
<td>Year</td>
<td>Type</td>
<td>Research Question</td>
<td>Methodology</td>
<td>Participants</td>
<td>Key Findings</td>
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<tr>
<td>Hansson et al., 2020</td>
<td>Original Research</td>
<td>Investigate interaction effects of self-esteem, autonomy, social support, self-rated physical health, self-rated cognitive ability, and basic financial resources on levels and changes in life satisfaction in the retirement transition</td>
<td>Longitudinal, Cross-sectional observational analysis of an existing data set (Health, Ageing, and Retirement Transitions in Sweden [HEARTS])</td>
<td>Older adults; 60–66 years (N = 1,924)</td>
<td>Life satisfaction; self-esteem; social support; self-rated physical health; self-rated cognitive ability; basic financial resources</td>
<td>Negative effects of poor health and lack of basic financial resources on retiree life satisfaction can be compensated for by higher levels of autonomy, social support, and perceived cognitive ability</td>
</tr>
<tr>
<td>Haslam et al., 2019</td>
<td>Review</td>
<td>Use the social identity model of identity change (SIMIC) to identify lessons that capture the importance of managing social group resources during transition to retirement</td>
<td>Literature review with recommendations</td>
<td>Body of literature</td>
<td>NA</td>
<td>SIMIC model can be used to design a program to manage social identity change during retirement transition</td>
</tr>
<tr>
<td>Laberon et al., 2019</td>
<td>Original Research</td>
<td>Investigate the relationship between psycho-social transition to retirement on wellbeing and mental health of retired farmers</td>
<td>Cross-sectional Observational Analysis</td>
<td>Approche Multidisciplinaire Integree cohort of French retirees from agriculture (N = 590)</td>
<td>Satisfaction with current life; perceived health; depression</td>
<td>The more retirees consider retirement as a positive event, the better they adapt to retirement and the more they feel satisfied with current life, healthy, and less depressed</td>
</tr>
<tr>
<td>Lam et al., 2018</td>
<td>Original Research</td>
<td>Examine the contribution that group membership and identification with social groups makes to</td>
<td>Cross-sectional observational analysis of an existing data set (World Values Survey)</td>
<td>Retired individuals from 51 countries; respondents to the World Values</td>
<td>Multiple group membership; physical health; psychological wellbeing; collectivism</td>
<td>Belonging to multiple groups positively predicts retiree health and wellbeing in both Western and non-Western cultural contexts</td>
</tr>
<tr>
<td>Study Authors</td>
<td>Study Type</td>
<td>Study Title</td>
<td>Methodology</td>
<td>Key Findings</td>
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<tr>
<td>Man &amp; Man, 2019</td>
<td>Review</td>
<td>Define retirement and list the main predictors of retirement and adjustment after retirement</td>
<td>Literature review</td>
<td>Body of literature (N = 10,513)</td>
<td>The retirement process embraces many factors pre- and post-retirement, all of which can impact adjustment and wellbeing.</td>
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<tr>
<td>Serrat et al., 2018</td>
<td>Original Research</td>
<td>Assess the contribution of personality traits and generativity before retirement in the prediction of hedonic and eudaimonic wellbeing</td>
<td>Longitudinal, Cross-sectional observational study of existing data (Midlife in the United States [MIDUS] longitudinal sample)</td>
<td>Big Five Personality Traits (Neuroticism, Extraversion, Agreeableness, Conscientiousness, Openness to Experience); Generative concern; Wellbeing (Hedonic vs. Eudaimonic)</td>
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</tr>
<tr>
<td>Topa &amp; Pra, 2018</td>
<td>Original Research</td>
<td>Examine how distal antecedents (dispositional traits and motivational variables) influence older workers’ resource accumulation and quality of retirement adjustment</td>
<td>Longitudinal, Cross-sectional observational study</td>
<td>Optimism; self-efficacy; resources (physical, economic, social, emotional, cognitive, motivational); Quality of Life at T3</td>
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</tr>
<tr>
<td>Yeung, 2017</td>
<td>Original Research</td>
<td>Examine the effects of retirement resources on the physical and psychological wellbeing of Hong Kong Chinese retirees</td>
<td>Longitudinal, Cross-sectional observational study</td>
<td>Retirement resources (physical, financial, social, emotional, cognitive, and motivational); physical well-being; life satisfaction, psychological wellbeing; psychological distress</td>
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</tbody>
</table>
## Retirement and Work

<table>
<thead>
<tr>
<th>Author(s)</th>
<th>Year</th>
<th>Research Type</th>
<th>Objective</th>
<th>Methodology</th>
<th>Findings</th>
</tr>
</thead>
<tbody>
<tr>
<td>Choi &amp; Schoeni, 2017</td>
<td>Original Research</td>
<td>Determine the level of morbidity in the years leading up to retirement in cohorts that are required to work to an older age</td>
<td>Longitudinal, Cross-sectional observational study of existing data (National Health and Retirement Study [HRS] and National Health Interview Survey [NHIS])</td>
<td>Five birth cohorts while they were ages 49–60 for NHIS and ages 55–60 for HRS</td>
<td>Components of morbidity; cognitive functioning, physical functioning, instrumental activities of daily living, ADLs, and general health</td>
</tr>
<tr>
<td>Eagers et al., 2019</td>
<td>Original Research</td>
<td>Understand retirees’ experience of how work influenced retirement and the role of OT in work-to-retirement transition</td>
<td>Qualitative</td>
<td>Retirees (N = 11)</td>
<td>Lived experiences of retirement; emergent categories were related to the Model of Human Occupation (MOHO)</td>
</tr>
<tr>
<td>Eagers et al., 2022</td>
<td>Original Research</td>
<td>Explore perceptions of and current scope of practice for occupational therapists in the work-to-retirement transition</td>
<td>Qualitative</td>
<td>Occupational therapists in Australia (N = 14)</td>
<td>Lived experiences of working with retirees, current scope of practice, and factors influencing the current scope of practice</td>
</tr>
<tr>
<td>Jiang et al., 2021</td>
<td>Original Research</td>
<td>To determine the relationship between high involvement work practices and the intention to retire</td>
<td>Longitudinal, Cross-sectional observational study of existing data (Federal Employee Viewpoint Survey)</td>
<td>Employees over age 50 from 360 U.S. government agencies (N = 754,856)</td>
<td>High involvement work practices, intent to retire, mediating factors of gender, age, education level, managerial stats, and external economic environment</td>
</tr>
</tbody>
</table>

Individuals with higher retirement age have worse health, poor cognition, and fair or poor self-reported health. Work experiences can influence retirement and OTs can help with the transition from working life to retirement. OTs use enablement skills to help individuals transition to retirement and consider the reasons for retirement when working with these individuals. Negative relationship between high involvement work practices and intent to retire, specifically in males and workers aged 50–59.
<table>
<thead>
<tr>
<th>Author(s)</th>
<th>Year</th>
<th>Study Type</th>
<th>Research Question</th>
<th>Methodology</th>
<th>Results</th>
</tr>
</thead>
<tbody>
<tr>
<td>KC et al., 2021</td>
<td>Original Research</td>
<td>Assess work ability of individuals over 16 years prior to retirement/pensionable age and association with timing of retirement</td>
<td>Longitudinal, Cross-sectional observational study of existing data (Finnish Retirement and Aging study)</td>
<td>Individuals whose pensionable age was between 2014–2019 and responded to the survey at least once (N = 2,612)</td>
<td>Time of retirement compared to pensionable age, self-reported work ability scores “Stable excellent” work ability led to extended time working past pensionable age</td>
</tr>
<tr>
<td>Klaesson et al., 2018</td>
<td>Original Research</td>
<td>Identify the characteristics of individuals who work longer, even beyond retirement age</td>
<td>Longitudinal, Cross-sectional observational study of existing data (Statistics Sweden)</td>
<td>Individuals who reached retirement age between 2001–2011 (N = 4,190,298)</td>
<td>Regional characteristics (population, house price, tax rates, blue collar jobs, average wage, etc.) and individual characteristics (gender, family type, educational level, etc.) Women retire earlier than men, entrepreneurs retire later, higher house prices delay retirement, blue-collar workers retire earlier, and higher average wage leads to later retirement</td>
</tr>
<tr>
<td>Klammer, 2020</td>
<td>Original Research</td>
<td>Explore how companies have addressed their new responsibility of assisting with the work-to-retirement transition of their employees</td>
<td>Mixed methods; observational study of existing data (WSI Works Council Survey)</td>
<td>German works council members (N = 3,000) Interviewees, experts from employers’ associations and trade unions (N = 25)</td>
<td>Shift from state supported pension benefits to other actors, collective bargaining and company retirement agreements Collective bargaining and company agreements can impact the option to retire early and the withdrawal of state support can create inequality</td>
</tr>
<tr>
<td>Leinonen et al., 2022</td>
<td>Original Research</td>
<td>Provide a conceptual framework of the work-to-retirement process</td>
<td>N/A</td>
<td>N/A</td>
<td>Employment, receipt of pension benefits, statutory retirement age The proposed work-to-retirement framework defines “work” and “retirement” and considers other influential factors</td>
</tr>
<tr>
<td>Lippke &amp; Cihlar, 2021</td>
<td>Original Research</td>
<td>Explore the relationship between hours worked and physical activity, along with the mediating</td>
<td>Longitudinal – T1 in 2013 and T2 in 2016</td>
<td>Community-dwelling people aged 55–70</td>
<td>Worked hours, physical activity, subjective health, life-investment People who worked less hours were more physically active; PA was mediated by both life-investment and subjective health; supporting PA may...</td>
</tr>
<tr>
<td>Study</td>
<td>Methodology</td>
<td>Research Question</td>
<td>Design</td>
<td>Key Findings</td>
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<tr>
<td>Liu et al., 2018</td>
<td>Original Research</td>
<td>Explore retirement planning behaviors of older nurses</td>
<td>Cross-sectional questionnaire</td>
<td>Nurses from large hospitals in China (N = 452)</td>
<td>Retirement planning, teamwork, information exchange with patients, personal growth and development</td>
</tr>
<tr>
<td>Liu &amp; Allan, 2022</td>
<td>Original Research</td>
<td>Understand reminiscence and previous meaningful work on meaning in life in retirement</td>
<td>Cross-sectional survey</td>
<td>Retirees (N = 240)</td>
<td>Reminiscence functions, meaning in life, previous work-related meaning</td>
</tr>
<tr>
<td>Mäcken, 2019</td>
<td>Original Research</td>
<td>Examine the relationship between work stress and retirement age as mediated by health and moderated by education</td>
<td>Longitudinal, Cross-sectional observational study of existing data (Survey of Health, Aging and Retirement in Europe with German Public Pension Scheme [SHARE-RV])</td>
<td>Aged 50–65 at baseline (2004) (N = 302)</td>
<td>Work stress (job control and effort-rewardimbalance), health (self-rated health, depressive symptoms, and high cardiovascular risk diseases), age of retirement</td>
</tr>
<tr>
<td>Mezuk et al., 2022</td>
<td>Original Research</td>
<td>Examine relationship between work expectations in retirement and</td>
<td>Longitudinal, Cross-sectional observational study of existing data (Health and Retirement Study [HRS])</td>
<td>Aged 53–70 observed from 2008–2018, the “baby boomers” (N = 13,247)</td>
<td>Depressive symptoms (CIDI-short form), major depressive episodes, passive suicidal ideation, full-time work expectations after age 62</td>
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<td>effect of life-investment and subjective health</td>
<td>T1 (N = 5,002) T2 (N = 2,501)</td>
<td>ease the transition to retirement</td>
<td>Communication with patients, personal growth and development can promote retirement planning while teamwork is negatively related to planning behaviors</td>
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<td>Individuals have greater meaning in life in retirement if they perceived their previous work to be meaningful and if they reminisced for the sake of consolidating identities rather than to maintain bitterness</td>
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<td>Higher job control can improve working lives of employees and delay retirement, health status does not act as a mediator</td>
<td>Lower work expectations were associated with higher risk of depressive symptoms or experiencing a major depressive episode</td>
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<tr>
<td>Reference</td>
<td>Study Type</td>
<td>Overview</td>
<td>Characteristics</td>
<td>Findings</td>
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<tr>
<td>Riekhoff, 2018</td>
<td>Original Research</td>
<td>Identify trajectories from work to retirement and the influence of exit pathways on retirement trajectories</td>
<td>Cross-sectional observational study of existing data (Labour Force Survey)</td>
<td>Sources of income, type of occupation, retirement trajectory (early, voluntary non-retirement, involuntary non-retirement, involuntary retirement)</td>
<td>Unemployment impacts those with lower education and first-generation immigrants, self-employed workers retire late, public employees are less likely to work until 65 compared to private-sector employees</td>
</tr>
<tr>
<td>Rodwell, 2022</td>
<td>Original Research</td>
<td>Explore life course predictors of partial or complete retirement behavior in older working nurses</td>
<td>Longitudinal, Cross-sectional observational study of existing data (Household, Income, and Labor Dynamics in Australia survey [HILDA])</td>
<td>Australian nurses, 45 years and older at T1 (2012) (N = 178)</td>
<td>Age, job satisfaction, education, health status, work ability, and other retirement predictors (e.g., marital status) Age significantly predicts retirement behavior, partial retirement is influenced by job satisfaction, physical functioning, and work ability</td>
</tr>
<tr>
<td>Salminen et al., 2018</td>
<td>Original Research</td>
<td>Explore what factors influence the decision to retire on time or continue working beyond retirement age with special interest in high involvement work practices (HIWPs)</td>
<td>Longitudinal, Cross-sectional observational study of existing data (Work Careers of Older Workers Continued Work Participation and Bridge Employment Research project [JATKIS])</td>
<td>Finnish nurses over 50 years old (N = 396)</td>
<td>Well-being at work, work ability, human resource management practices, health, resilience, job satisfaction, job control, co-worker supper, intentions to retire Good work ability, age, HIWPs that were perceived as good led to delayed retirement; better financial situations led to on-time or early retirement</td>
</tr>
<tr>
<td>Shobo &amp; Wong, 2019</td>
<td>Original Research</td>
<td>Examine the factors that may influence retirement decisions in healthcare workers</td>
<td>Cross-sectional observational study of existing data (Virginia’s 2016 Dentist, Licensed Practical Nurse, Registered Nurse, Physician, and Pharmacist Surveys)</td>
<td>Healthcare workers in Virginia, aged 50–65 years old (N = 21,860)</td>
<td>Retirement intention, income, education debt, job satisfaction, work excessively, length at job, occupational prestige score, and profession Delayed retirement is influenced by having lower income, education debt, and higher job satisfaction</td>
</tr>
<tr>
<td>Sjöberg, 2021</td>
<td>Original Research</td>
<td>Analyze the work-to-retirement transition and the effect on post-retirement mental health</td>
<td>Longitudinal, Cross-sectional observational study of existing data (Survey of Health, Aging and Retirement in Europe [SHARE])</td>
<td>Individuals who worked in 2004 or 2007 and retired in 2013 or 2015 (N = 1,642)</td>
<td>Mental health measured by the EURO-D scale</td>
</tr>
<tr>
<td>Sohier et al., 2021</td>
<td>Original Research</td>
<td>Impact of work retirement on well-being</td>
<td>Longitudinal, Cross-sectional observational study of existing data (Survey of Health, Aging and Retirement in Europe [SHARE])</td>
<td>Individuals at least 50 years old (N = 38,344)</td>
<td>Well-being measured by life satisfaction and agency-freedom (CASP-12)</td>
</tr>
<tr>
<td>Sousa-Ribeiro et al., 2022</td>
<td>Original Research</td>
<td>Investigated how older nursing assistants at residential care facilities experienced aging at work, psychosocial work environment, and late-career planning</td>
<td>Qualitative</td>
<td>Nursing assistants aged 55–61 years old (N = 8)</td>
<td>Work environment, late-career planning, aging at work</td>
</tr>
<tr>
<td>Sousa et al., 2021</td>
<td>Original Research</td>
<td>Examine the impact of individual and work factors on retirement timing (early, on-time, delayed)</td>
<td>Qualitative</td>
<td>Portuguese people aged 55–70 years old (N = 41)</td>
<td>Individual factors: finances, health, work ability, social support Work factors: job characteristics, work experiences, organizational practices</td>
</tr>
<tr>
<td>Study</td>
<td>Type of Research</td>
<td>Methodology</td>
<td>Participants</td>
<td>Findings</td>
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<td>Wanka, 2020</td>
<td>Original Research</td>
<td>Longitudinal, Cross-sectional observational study of existing data (German Time Use Survey [GTUS])</td>
<td>GTUS participants aged 55 and older (N = 37.2%)</td>
<td>Previous work time is occupied with household chores, media use, and personal activities; an active leisure lifestyle can provide more continuity across work and retirement</td>
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<tr>
<td>Wargo-Sugleris et al., 2017</td>
<td>Original Research</td>
<td>Cross-sectional survey</td>
<td>Registered nurses in Florida, aged 40 years and older (N = 2,789)</td>
<td>Delayed retirement is impacted by job satisfaction, successful aging, and a physically supportive work environment</td>
<td></td>
</tr>
<tr>
<td>Záhorcová et al., 2021</td>
<td>Original Research</td>
<td>Qualitative</td>
<td>Slovak retirees (N = 40)</td>
<td>Retirees typically experience relief, satisfaction, and positive changes; helpful factors are exploring new activities, good health, retirement planning; risk factors include bereavement, delayed retirement, lack of finances, and a partner’s illness</td>
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