



*We Help You Focus Clearly,  
Organize Effectively,  
And Act With Courage*

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### Seven Signs of Agelessness

*Our culture celebrates youth, but I celebrate people who are ageless. Here are seven characteristics I've observed in people who manage to remain truly ageless:*

- 1) **They relate to people of all ages**, connecting as easily with teens as with octogenarians. They love to find out about people and their lives, and connect on an equal basis.
- 2) **They know who they are** and don't try to be someone they are not. They seem comfortable in their own skin. They can laugh at themselves and make fun of their own foibles.
- 3) **They are humble**. Although proud of what they have accomplished in life, they are not defined by it.
- 4) **They keep learning** and asking "why?" and "how could things be better?" They don't stay stuck in old patterns.
- 5) **They have found a passion** in their lives and dedicate time to it.
- 6) **They take care of themselves** while acknowledging their physical limitations and working around them. They eat well, they rest, and they exercise. They know that they aren't invincible.
- 7) **They are not cynical**. They look for the best in others and they make the *choice* to be happy and engaged in life.

### ***I'm Not Done Yet!***

By Cathy Perme

My teenage daughter loves to tell me how old I am, although I don't really feel old. Still, those of us at a "certain age" can't help but be aware of what is going on in our lives and workplaces, as we deal with unprecedented levels of technological and structural change. It goes without saying that the longer you live, the more that stuff happens to you. In the last year alone, I have counted more than a few colleagues who have retired and know many others who are facing unknown futures. They've decided they are "done," or society has decided for them.

No matter what anyone else says, I know that I am not done yet. I am not done learning, I am not done working, I am not done parenting and I am not done loving. I am not done engaging in life and friendships and sorrow and joy. I am not done writing my book, fixing up my house or running my business. I love the work that I do and the results that my clients create for themselves as a result of it. I love learning and applying new things and discovering what is next.

Why do we think we are "done?" Perhaps we tire out, grow out, or burn out of a career, job or relationship. Perhaps we have stopped learning or feel paralyzed by our past successes. Perhaps we are afraid to step into the unknown again and want to play it safe. In complexity theory, that's called "stasis," or lack of movement and energy. It's a sure prescription for psychological death.

**"It's not about how old you are, it's about how old you show up."**

*Teresa Daly,  
Navigate Forward*

I find that I can offer more now than I have ever been able to offer in the past. I'm at the top of my game, having developed a facilitation "praxis" (theory and practice) that is uniquely mine and that supports a personal brand of focus, execution and results. I've finally hit a level of maturity that allows me to weather disappointment and still see the glass as half-full, to know when to double-down on something important and when to let it go, and to care about others without trying to cure them. I do worry that others will look at the extra lines on my face, nor notice my gimpy knee, and think that I am "done." (I've even heard that it's a bad idea to acknowledge more than 20 years' experience at anything!) But my role models are successful consultants who are still teaching, facilitating, writing, and learning well into their 70s and 80s. They are having a blast, and they are doing what they love in life.

The reality is that most people will have another 20 to 30 years of life *after* age 65, which was unimaginable fewer than 100 years ago. Those extra years are like another lifetime career, folks! For those of us at that "certain age" I ask, how do you want to spend that time?

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Website: [www.cmperme.com](http://www.cmperme.com)  
Email: [cathy@cmperme.com](mailto:cathy@cmperme.com)

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