

FIDELITY® WEALTH MANAGEMENT WEBINAR

Retirement is a time of change

June 9, 2022



Our speakers



Ally Donnelly
Editorial Director, Fidelity Investments

Ally Donnelly is an editorial director at Fidelity Investments whose work focuses on communicating with our clients through innovative video and audio content. Prior to joining our team, she was a longtime broadcast television journalist in Boston for NBC and NECN. Her work throughout New England has been recognized with multiple Edward R. Murrow, Emmy, Associated Press, and Gabriel awards.



Mary Brennan
Vice President, Operations and Development, Fidelity Center for Family Engagement

Mary Brennan has been a central player at the Fidelity Center for Family Engagement (FCFE) since its founding. In her diverse leadership role as Vice President, Operations and Development, she supports the FCFE team in developing and delivering relationship-based capabilities to advisors, client families, and leaders across Fidelity to help them bring more intentionality to their relationships.

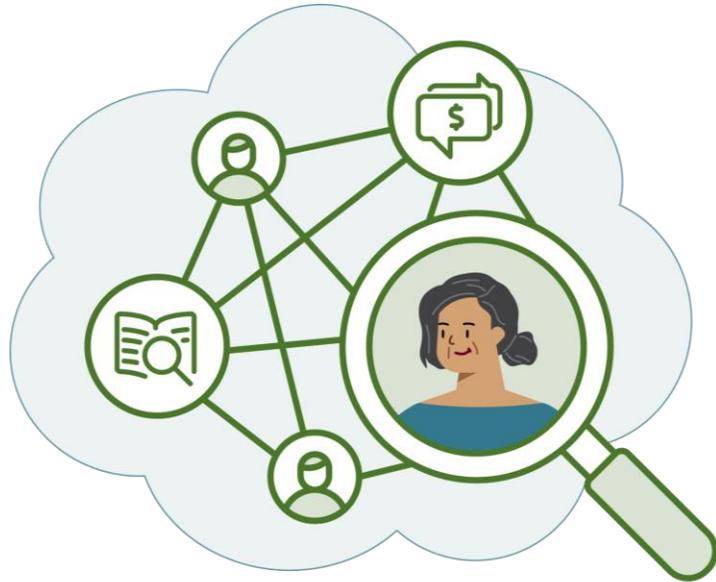


Cyndy Romagnolo
Vice President, Wealth Management Advisor, Fidelity investments

Cyndy Romagnolo is a Certified Financial Planner and Certified Wealth Strategist. In her role as a Vice President, Wealth Management Advisor, she works closely with a limited number of high-net-worth client families in and around Scottsdale, Arizona. Through a relationship-based approach, Cyndy acts as the primary point of contact for clients and their families as they cocreate and implement wealth management strategies.

An All-of-Life Approach to Retirement Planning

Consider your larger life circumstances and whole family system



Benefits of an All-of-Life Approach:

- ▶ Expand your options
- ▶ Be proactive and intentional
- ▶ Create closeness in relationships
- ▶ Adapt to ongoing changes
- ▶ Unlock opportunities

Five Skillsets for an All-of-Life Approach

Connect in a deeper way around your retirement planning

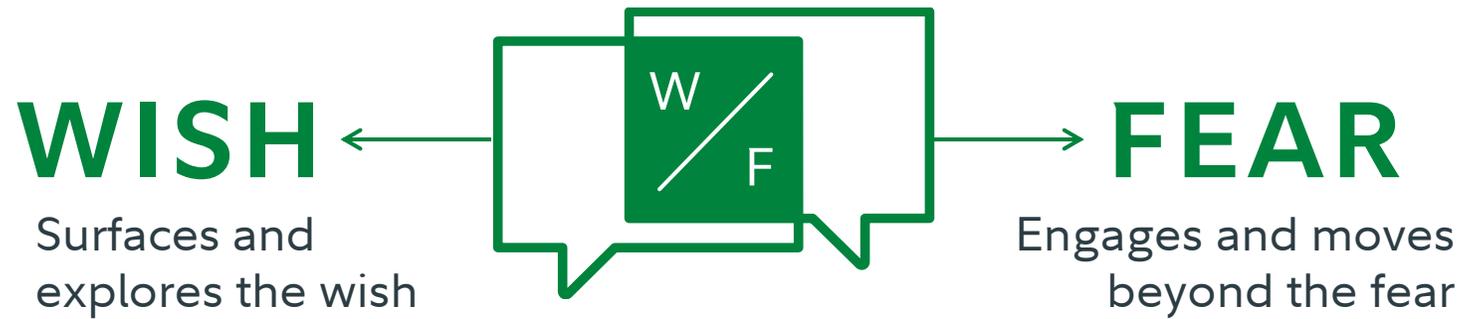


Five All-of-Life Skillsets:

- ▶ 1: Surface Wishes and Fears
- ▶ 2: Move from Agreement to Alignment
- ▶ 3: Practice the Skills of Dialogue
- ▶ 4: Connect Through Storytelling
- ▶ 5: Seek Voice from Impacted People

#1: Surface Wishes and Fears

What wishes and fears are shaping your planning?



Fidelity article:
[Family conversation cues](#)

Why should I use it?

- Step out of *fear* and seek the *wish*
- Move beyond goals
- Create understanding
- Facilitate planning outcomes
- Engage in the complexity

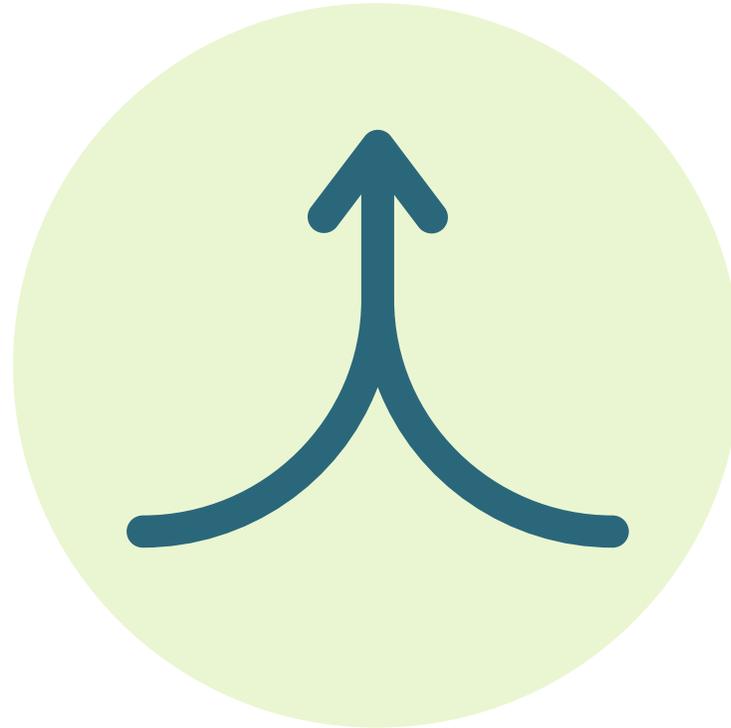
How should I use it?

Ask impacted people:

- “What are your fears related to this topic?”
- “What are the wishes behind those fears?”
- “How are those wishes and fears impacting our planning process?”

#2: Move From Agreement to Alignment

How can you create a shared vision for your future together?



Take your conversations to a higher level by **stepping above** a drive to agreement and **aligning around a shared vision**.



Fidelity article:
[Leading indicators of enduring family harmony](#)

#3: Practice the Skills of Dialogue

How can you practice talking through topics?

- 1 Monitor **Tone of Voice****
Being aware of *how* we say something, not just *what* we say
- 2 Explore with **Key Word Questions****
Seeking deeper understanding by listening for key words that convey emotion or a story
- 3 Be Mindful of **Reactivity****
Watching for reactions as a “check engine” light that indicates we have lost personal choice
- 4 Choose Not to **Personalize****
Deciding not to take something personally by reflecting on what hooks part of our history
- 5 Cultivate Positive **Attributions****
Identifying kinder and gentler organized beliefs to direct our thinking and behavior
- 6 Create **Space with Doubt****
Putting openness and doubt in our language versus absolutizing our views
- 7 Connect by **Processing Out Loud****
Saying out loud what we are thinking and feeling in a way that creates shared meaning
- 8 Reset by **Reprocessing Bad Process****
Taking responsibility for bad process and resetting around authentic feelings
- 9 Test with **Process Questions****
Asking reflective questions about the “how” of an interaction
- 10 Offer **Forgiveness and Compassion****
Acknowledging the reality of a situation and letting go of the negative emotions that impact us



Fidelity article:
[The 10 skills of dialogue](#)

#4: Connect Through Storytelling

How can your story inform your retirement planning?



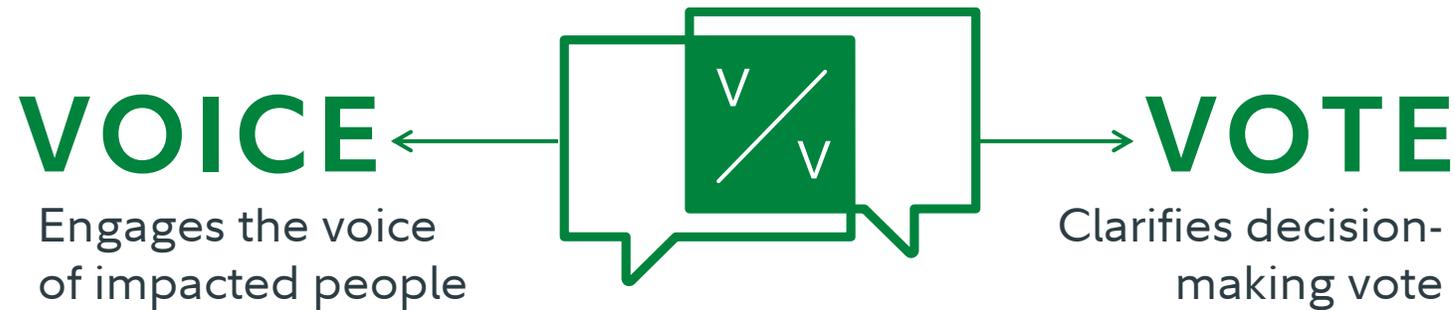
Explore the **meaningful and emotional parts** of your past and future lives together by **making space for storytelling.**



Fidelity article:
[Leading indicators of enduring family harmony](#)

#5: Seek Voice From Impacted People

Whose voices might you need to hear as you plan?



Fidelity article:
[Family conversation cues](#)

Why should I use it?

- Address fear that giving *voice* means giving up *vote*
- Break generational silence
- Engage and empower unengaged family members
- Share burden of decision-making

How should I use it?

Ask impacted people:

"I'd love to get your voice on this decision because it's going to impact you. What do you think? How do you feel about this?"

"What's your perspective on who should have a vote in this decision?"

Conversation Starters

Language to help you start talking about retirement planning



- 1) **Surface wishes:** "What are your wishes for our future?"
- 2) **Embrace the uncomfortable:** "I'm a bit hesitant about this conversation...."
- 3) **Explore feelings:** "How are you feeling about this conversation?"
- 4) **Check in with process questions:** "How would you like to talk about this decision?"
- 5) **Seek voice from impacted people:** "We'd like your input. What are your thoughts on our retirement?"

Additional Resources

Support from a Fidelity professional

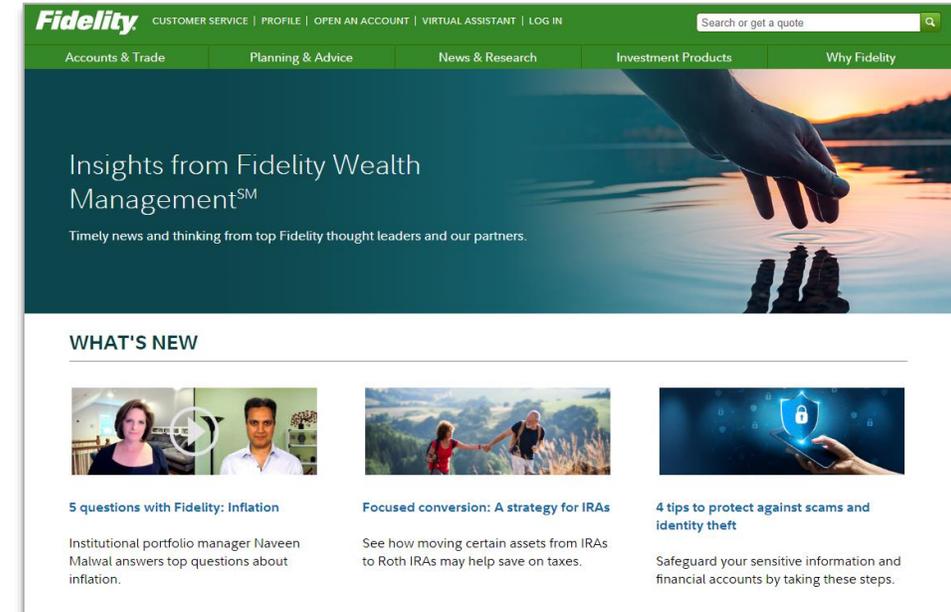
- ▶ Get education and guidance with regard to common wealth planning strategies
- ▶ Get answers to questions you and your family may have regarding your evolving needs and goals
- ▶ [Fidelity.com/FindAnAdvisor](https://www.fidelity.com/FindAnAdvisor)

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- ▶ Access to articles, webinars, and ideas from Fidelity's top thought leaders on wealth planning, investing strategies, and the latest market news
- ▶ [Fidelity.com/Insights](https://www.fidelity.com/Insights)

Register for our next webinar on June 24

- ▶ **Insights Live: Rising rates, inflation, and you** will discuss the latest news on the Fed, inflation, and the markets, and how it all could affect your money
- ▶ [Fidelityevents.com/insights-live-062422](https://www.fidelityevents.com/insights-live-062422)



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