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Despite these limitations, this study shows that adjustment to the loss of the work role is a multidimensional process embedded in the individual life course. The findings of this study raise important issues for policy and practice. For policymakers, the findings point out that changing life course experiences might have important implications for retirement quality of future cohorts. Whereas the lives of Dutch men and women born between 1931 and 1940 generally reflected the standard life course, life courses destandardized among cohorts born after 1950. Variation in behavior increased, for example, divorces became more common (Liefbroer & Dykstra, 2000). These developments might have important implications for the retirement experiences of future cohorts, given that divorced retirees were found to be most likely to experience difficulties adjusting to the loss of the work role. For retirement counseling, the results highlight the importance of not solely focusing on the current situation of older individuals but to view retirement as an integral part of the individual life course.

#### Funding

This work was supported by the Netherlands Organization for Scientific Research NWO (VIDI Grant 452-05-314 to K. Henkens), and Netspar.

#### Acknowledgments

The authors thank Levi van den Bogaard for his constructive remarks on earlier versions of this manuscript.

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