FINANCIAL FRIDAYS

It's About *Her*

Her Finance ◆ Her Future ◆ Her Faith

A companion workbook to walk alongside every woman's financial journey — wherever she's starting from, and whatever stage she's in.

The Global Growth Partners

WELCOME

Thank You for Being Here

Thank you for spending this time investing in yourself. Whether you joined us live for *It's About Her* or you're opening this workbook fresh, what you're holding is more than a summary of what was shared — it's a working companion, built to help you turn what you heard into what you actually do.

Every woman's financial story starts somewhere different and moves through its own stages. This workbook follows the five life stages we explored together: Starting Out, Building Momentum, Family & Responsibilities, Transitions & Reset, and Pre-Retirement & Beyond. Wherever you see yourself right now, that's the chapter to start with — though we'd encourage you to read every stage, since financial confidence is built by understanding the whole journey, not just the mile you're on.

Inside each section, you'll find the core ideas explained in full, a highlighted takeaway to remember, and space to actually write — because a plan you've written down in your own hand is a plan you're far more likely to follow through on.

This is your financial story. Let's get to work on it, together.

WHAT YOU'LL LEARN

The 5 Financial Life Stages

Every stage brings its own financial questions. Here's what each one covers.

01 **Starting Out**

Build the habits, protection, and investing foundation everything else stands on.

02 **Building Momentum**

Turn a growing income into growing wealth, before lifestyle inflation catches up.

03 **Family & Responsibilities**

Protect everyone who now depends on you — and start the legacy conversations.

04 **Transitions & Reset**

Navigate career breaks, divorce, or change without losing your financial footing.

05 **Pre-Retirement & Beyond**

Close your retirement gap, protect your wealth, and decide your legacy.

Starting Out

Building the right financial foundation

If you're at the start of your earning years, the goal isn't to have your finances all figured out — it's to build a small set of habits now that will quietly compound into financial security later. This stage is about foundations: how you track money, protect it, and start putting it to work.

Three Financial Truths

Before any budget or strategy, three simple truths tend to separate the women who build wealth from those who just earn income. First, income does not equal wealth — a bigger paycheck only becomes wealth if you keep and grow part of it. Second, saving is a habit, not a fixed amount — the discipline of setting money aside matters more at this stage than the size of what you save. Third, small daily decisions compound into big long-term outcomes — every subscription, impulse buy, or "just this once" either builds your future or quietly erodes it.

The 50/30/20 Rule

A simple starting framework for every paycheck that comes in:

50%	30%	20%
NEEDS	WANTS	SAVINGS & INVESTMENTS

Know Where Your Money Goes

- Track every dollar for the next 30 days.
- Review your bank statements and spending categories.
- Identify unnecessary spending and recurring subscriptions you've stopped noticing.

KEY TAKEAWAY

Wealth isn't built by how much you earn — it's built by the habits you repeat. Track your spending, protect your income, and start investing now, even in small amounts.

Starting Out, continued

Build an Emergency Fund

Your emergency fund is the buffer that keeps a single bad month from becoming a financial crisis. The formula is simple:

Monthly Expenses × 3–6 months = your emergency fund target

Example: S$2,800 in monthly expenses means a target of roughly S$8,400–S$16,800, kept safe and easily accessible — not invested where it could lose value right when you need it.

Protect Your Ability to Earn

Your future income is your greatest financial asset at this stage — greater than any single paycheck. Review health, accident, and critical illness protection early, while it's simpler and more affordable to get covered. Ask yourself: if you couldn't work for 12 months, who would pay your bills?

Start Investing Early

- Don't wait until you have a large lump sum to start.
- Automate your monthly investing so it happens without relying on willpower.
- Consistency beats perfection — a small amount invested regularly outperforms a large amount invested rarely.

Your Biggest Asset Is Time

Starting early lets compound growth work for decades instead of years. In an illustrative example investing the same S$200 a month at a 7% average annual return to age 65, starting at age 25 grows to roughly S$525,000 — compared to about S$245,000 if you wait until 35. A single decade's delay can cost you well over half your eventual balance.

Common Mistakes

- Waiting until you earn more to start saving or investing.
- Relying only on employer-provided insurance.
- Saving whatever is left over, instead of paying yourself first.

Your Turn: Starting Out

Take a few minutes to actually write your answers — this is where the workbook becomes a plan.

1. **Reflection — Which of the Three Financial Truths challenges you the most, and why?**

2. **Activity — Estimate last month's spending across needs, wants, and savings.**

3. **Ask — If you couldn't work for 12 months, who pays your bills?**

4. **Action — Commit to your first (or next) monthly investment amount.**

- [ ] Track expenses for 30 days
- [ ] Save your first S$1,000
- [ ] Automate savings on payday
- [ ] Review your insurance
- [ ] Start/increase investing

Building Momentum

Turn your income into lasting wealth

As your career grows — you're getting better at what you do, being recognised, and getting paid and promoted for it — the real test isn't how much you earn. It's what you do with every raise, bonus, and new opportunity that comes with it.

Watch Lifestyle Inflation

When income rises, it's tempting to let your lifestyle rise with it, dollar for dollar. Instead, direct at least half of every pay raise into investments before increasing your spending. On every S$1,000 raise, that looks like:

S$500	S$500
LIFESTYLE	INVESTMENT

The Core Challenge

Every pay raise sits at a fork: it can build assets, where wealth compounds and grows, or it can fund consumption, where lifestyle inflation quietly absorbs it. Neither path announces itself — it's simply where your money defaults to go unless you decide otherwise. Ask yourself honestly: is your income increasing faster than your wealth?

Three financial truths carry through this stage: income growth alone doesn't create wealth, structure creates wealth, and every salary increase deserves a financial plan — not just a lifestyle upgrade.

KEY TAKEAWAY

A growing income is a launchpad, not a finish line. Direct at least half of every raise toward your future, and give every salary increase an actual plan.

Building Momentum, continued

Stay Invested, Consistently

Dollar-cost averaging means investing the same amount every month regardless of what the market is doing — buying more shares when prices are low, fewer when they're high. Illustratively, investing S$1,000 a month for 20 years (S$240,000 total contributed) could grow to roughly S$411,000 at a 5% return, S$462,000 at 6%, or S$521,000 at 7% — the discipline of staying consistent matters more than trying to time your entries.

Trying to time the market — selling when it drops and waiting for a better re-entry — tends to lead to emotional, costly decisions. Staying invested lets compounding do the heavy lifting instead.

The Relationship Money Conversation

- Maintain your own financial independence, even within a partnership.
- Know all accounts, insurance policies, and investments — yours and shared.
- Keep your own financial goals alongside any shared ones.
- Know exactly where important financial documents are kept.

Upgrade Your Protection

- Review insurance after every major milestone — a promotion, a marriage, a new home.
- Protect your increased income and any new liabilities that came with it.
- Consider how loans, dependants, and lifestyle changes affect what you need covered.

Five essential insurances at this stage:

- Life insurance — term or whole life
- Critical illness / early critical illness
- Hospital insurance — company plus personal
- Personal accident
- Disability income

Common Blind Spots

- Leaving all financial decisions to a partner.
- No clarity on joint versus individual finances.
- Never reviewing protection as responsibilities grow.
- Growing income without growing assets alongside it.

Your Turn: Building Momentum

Take a few minutes to actually write your answers — this is where the workbook becomes a plan.

1. Question — Is your income increasing faster than your wealth? Estimate both this year.

2. Financial Health Exercise — Calculate your Net Worth (Assets - Liabilities).

3. Reflection — What financial habit will take you to the next level?

4. What will you change this month?

- [ ] Review your investment portfolio
- [ ] Increase monthly investments
- [ ] Review insurance coverage
- [ ] Set three measurable financial goals
- [ ] Schedule an annual financial review

STAGE 3 OF 5

Family & Responsibilities

Protect everyone who depends on you

This stage marks a real shift in how you plan. Financial planning stops being just about "me" and becomes about "who depends on me." Your decisions now ripple out to a spouse, children, and often ageing parents at the same time — which is exactly why this is the stage most likely to catch women off guard if they haven't planned for it.

Protect Your Family

- Review life, critical illness, disability, and income protection together, as a set — not one at a time.
- Review your coverage again after every major family milestone: a new baby, a new home, a change in income.

Stress-test yourself: if your income stopped tomorrow, what actually happens to your household?

Education Planning

- Estimate future education costs realistically, rather than guessing.
- Start early — education savings benefit from compounding just like retirement savings.
- Discuss local versus overseas education goals as a family, since the cost difference is significant.

The Sandwich Generation

Many women in this stage are caught supporting ageing parents on one side and children on the other, all while still needing to fund their own retirement. The fix isn't heroics — it's structure: create separate buckets for family spending, parental support, and your own retirement, so one doesn't quietly cannibalise another. And have the honest conversation with your parents about their finances before a crisis forces it.

Family & Responsibilities, continued

The Homemaker's Value

If you or your partner stays home to manage the household, that work carries enormous, often invisible economic value. Protection should reflect that contribution, not a salary that doesn't exist on paper — which means insurance for stay-at-home parents deserves the same deliberate review as insurance for the primary earner.

Legacy Planning Starts Here

- ✓ Prepare a Will, even a simple one — it matters more once others depend on you.
- ✓ Review your CPF nominations.
- ✓ Consider a Lasting Power of Attorney and beneficiary nominations.
- ✓ Talk openly with family about your wishes, rather than leaving them to guess.

Common Blind Spots

- No contingency plan if the breadwinner can't work.
- Ignoring parents' future care needs until they become urgent.
- Underinsuring homemakers, because their contribution isn't measured in salary.

KEY TAKEAWAY

The people who depend on you are the real reason to plan. Map them, protect them, and start the legacy conversations now — while you still have the luxury of time.

Your Turn: Family & Responsibilities

Take a few minutes to actually write your answers — this is where the workbook becomes a plan.

1. **Discussion — Who depends on you today? List every person.**
2. **Stress-Test — If your income stopped tomorrow, what happens? Walk through it honestly.**
3. **Family Protection Exercise — Identify your single biggest financial risk right now.**
4. **List one protection gap you'll review this month.**

- ☐ Review protection
- ☐ Start education funding
- ☐ Arrange a family financial conversation

Transitions & Reset

Navigate career breaks, divorce, or change

Life rarely moves in a straight line, and your financial plan needs to be able to flex when it doesn't. A career break, a divorce, the loss of a loved one, an illness, or simply a career change — all of these affect finances. None of them are failure. A reset is simply a new financial chapter.

Prepare Before a Transition

- Build a larger emergency savings buffer if you can see a transition coming.
- Maintain your personal insurance, even if coverage through an employer will lapse.
- Continue investing where possible, even at a reduced amount, rather than stopping entirely.
- For known career breaks, plan 12–24 months ahead where you can.

The Financial Reset Framework

When a reset does happen, work through it in this order rather than all at once:

1	2	3	4
Stabilise cashflow Get income and expenses back under control first.	**Restore protection** Re-secure insurance and coverage gaps.	**Restart investing** Resume contributions, even modestly.	**Build a new roadmap** Set fresh goals for this next chapter.

Transitions & Reset, continued

Divorce & Separation

- Update all beneficiaries as soon as possible.
- Separate joint accounts cleanly.
- Review your policies and Will.
- Get a clear picture of all assets and liabilities before agreements are finalised.

Returning to Work

- Be realistic about income during the re-entry period.
- Upskill where needed to close any gap.
- Restart retirement and investment contributions as soon as you can.
- Celebrate progress, not perfection — momentum matters more than speed here.

5 Steps to Your New Beginning

- **Clarify your transferable skills** — they're valuable in more places than you think.
- **Explore new industries** — opportunities are often wider than your current field.
- **Upskill and keep learning** through courses, certifications, and hands-on practice.
- **Network with purpose** — conversations open doors that applications alone don't.
- **Update your resume and LinkedIn** to tell your next chapter with confidence.

New path. New you. Bright future.

Common Blind Spots

- Not updating nominations after a life change.
- Losing financial visibility during the transition itself.
- Ignoring the retirement impact of a career break.
- Waiting too long to seek advice.

Your Turn: Transitions & Reset

Take a few minutes to actually write your answers — this is where the workbook becomes a plan.

1. **Reset Exercise — Sketch it out: Old Life → Transition → New Life. What does each look like for you?**

2. **Write three goals for your next chapter.**

3. **Identify one action you'll take this week.**

4. **Which of the 5 Steps to a New Beginning do you need to focus on first?**

- ☐ Review all finances
- ☐ Rebuild emergency fund
- ☐ Update legal documents
- ☐ Schedule a financial review

Pre-Retirement & Beyond

Security · Sustainability · Legacy

Will your money last as long as you do? True wealth isn't measured only by how much you make — it's shaped by how much you keep, how hard that money works for you, and how many people or generations it can eventually support. This stage is about turning decades of saving into a plan that holds.

Retirement Readiness

The core question of this stage comes down to one simple equation:

INCOME SOURCES		DESIRED MONTHLY INCOME		RETIREMENT GAP
CPF LIFE, investments, rental, business income	-	Your target lifestyle in retirement	=	**The number you need to close**

Healthcare & Long-Term Care

- Review your MediShield Life and Integrated Shield Plan coverage.
- Understand CareShield Life and whether supplements make sense for you.
- Plan for healthcare costs that go beyond what insurance alone will cover.

Protecting Your Wealth

- Preserve capital while still maintaining enough growth to outpace inflation.
- Build a reliable, dependable stream of retirement income.
- Maintain liquidity for unexpected expenses, so a surprise cost doesn't force you to sell at the wrong time.

Pre-Retirement & Beyond, continued

Legacy Planning

- ✓ Review or write your Will.
- ✓ Update your CPF nominations.
- ✓ Consider a Lasting Power of Attorney.
- ✓ Explore trusts if appropriate for your situation.

Common Blind Spots

- Underestimating how long you'll actually live — and need income for.
- Having no legacy or estate plan in place.
- Assuming CPF alone will be sufficient.
- Not discussing your wishes with family while you can.

KEY TAKEAWAY

Retirement isn't a cliff edge — it's a runway. Know your gap, protect what you've built, and decide, deliberately, what legacy you want your wealth to carry beyond you.

A closing thought worth sitting with: true wealth often shows up less in what you buy, and more in what you choose not to — the restraint today that becomes the freedom, and the legacy, of tomorrow.

Your Turn: Pre-Retirement & Beyond

Take a few minutes to actually write your answers — this is where the workbook becomes a plan.

1. Write your ideal retirement lifestyle in a sentence or two.

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2. Estimate your monthly retirement expenses.

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3. List three things you still want to accomplish after retirement.

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4. What legacy do you want to leave, and how can it serve people beyond your lifetime?

- [ ] Review retirement income sources
- [ ] Calculate your retirement gap
- [ ] Review healthcare coverage
- [ ] Update legacy documents
- [ ] Schedule an estate planning conversation

QUICK RECAP

Every Stage, One Page

A minute-long refresher on the five financial life stages.

01 **Starting Out**

Pay yourself first, track your spending, build an emergency fund, and start investing — even in small amounts. Time is your biggest asset.

02 **Building Momentum**

Direct at least half of every raise into investments before lifestyle. Stay consistently invested, and keep your finances visible in every partnership.

03 **Family & Responsibilities**

Map everyone who depends on you, protect your family's lifestyle and education goals, and value the homemaker's contribution properly.

04 **Transitions & Reset**

A reset is a new chapter, not a failure. Stabilise cashflow, restore protection, restart investing, then build a new roadmap.

05 **Pre-Retirement & Beyond**

Know your retirement gap, protect your healthcare and wealth, and put your legacy plans in writing.

CONTINUE THE CONVERSATION

You've done the reflecting. Here's where the conversation continues.

Financial Fridays is an ongoing space for exactly these conversations — built by TGG Partners for women navigating every one of these five stages, together. If today's session resonated, the easiest next step is simply to stay in the conversation.

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WITH GRATITUDE

Thank You

HER FINANCE • HER FUTURE • HER FAITH

This workbook was created for attendees of *It's About Her*, a Financial Fridays event by TGG Partners.

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