



# The Age Old Issue of *Age*

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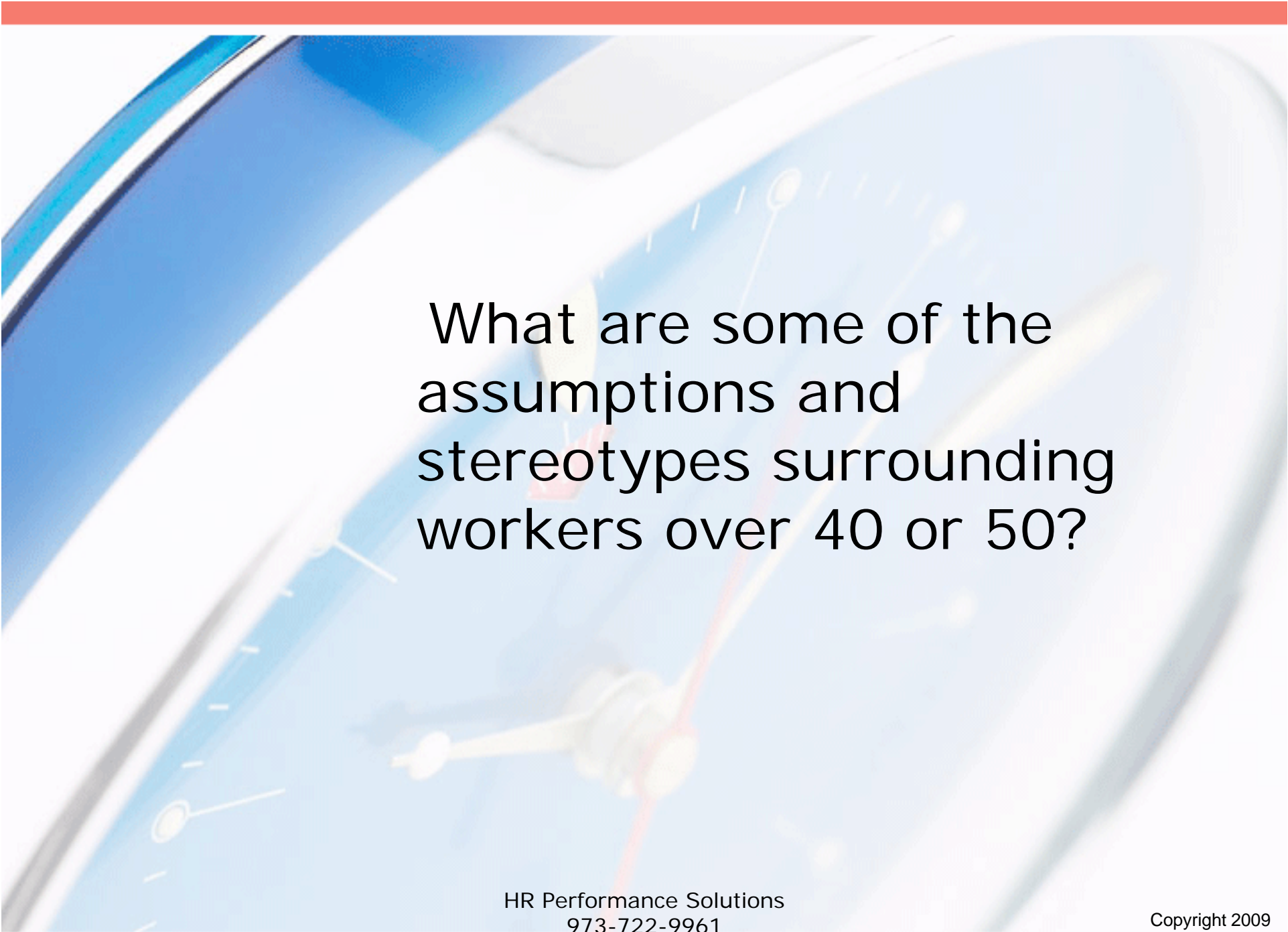
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# Your Age IS an Issue!

- *Age discrimination is alive and well.*
- *In a mid-life career transition, preconceived notions meet you at the door.*

# Some Age Facts

- The Aging Workforce
  - Half of today's workforce is age 40+  
50.6 M in 2006m 78M in 2009
- The Potential Labor Shortage
  - Fewer potential workers between the ages of 16 and 24 are replacing retiring workers
- 50+ Workers Want to Work Longer
  - Nearly 80% of Baby Boomers want to work in retirement



What are some of the assumptions and stereotypes surrounding workers over 40 or 50?



But.....

There is lots of Evidence that  
50+ Workers Excel

Work on conveying a new "age"  
attitude.

# Some Advantages of Age

- ✓ Depth & breadth of experience
- ✓ Good judgment
- ✓ People skills
- ✓ Work ethics
- ✓ Commitment to company goals
- ✓ Credibility with stakeholders
- ✓ Political "savvy"
- ✓ Fewer sick days





Don't use your age as an  
excuse.

Maybe the problem is something  
else.

Try to figure out what it is.



# How old do you look?

- First impressions matter!



# How old do you sound?

- Appear energetic
- Think about exploiting your age and experience!



*If you think your age is an advantage,  
you're probably right.*

*If you think your age is a  
disadvantage, you're definitely right.*

Attitude – an important key to  
success.

# Thank You

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