How old are your employees ... ... Really?

How and why are individuals breaking age molds?

Understanding the nuances of “age” gives managers and work teams an opportunity to adjust and take a more proactive approach to promoting quality employment experiences.

The Beyond Age Workshops are designed to engage employees in an entertaining and informative discussion about age diverse work teams.

Our experiential program fosters individual and organizational age responsiveness by:

- surfacing positive past experiences, deepening awareness of life stage and career stage
- promoting team building, reflecting on how perceptions and attitudes may be impacting quality employment experiences
- encouraging open dialogue with managers and employees, surfacing stereotypes about “age” and identifying opportunities for mutual learning

Consider just some of our Feedback

Expanding how our organization thinks about age will advance our diversity goals

—Senior Diversity Officer

Amazing what asking a few questions can tell you about someone—it can change your perceptions.

—Senior Talent Management Professional

**Myth—Workers are “old” at 55**

**Fact—Not always**

<table>
<thead>
<tr>
<th>Aged 55+</th>
<th>Identifying Themselves as “Older Adults”</th>
</tr>
</thead>
<tbody>
<tr>
<td>47%</td>
<td>18%</td>
</tr>
</tbody>
</table>

**Myth—Work ends at retirement**

**Fact—False**

Our participants have many perspectives on retirement:

I do believe that I will, at my age, find another career path that will allow me freedom, laughter, and fun.

—Age 58

I would prefer the category “later professional career phase.” Once I retire I may continue to work part-time.

—Age 57

**Myth—Age = Career Stage**

**Fact—Not always**

<table>
<thead>
<tr>
<th>Identifying Themselves as “Mid-Life”</th>
<th>Identifying Themselves as “Mid-Career”</th>
</tr>
</thead>
<tbody>
<tr>
<td>71%</td>
<td>39%</td>
</tr>
</tbody>
</table>
Choice—

Employee Session

- “Prism of Age” exercise to demonstrate the complexity of age related Stereotypes
- “Speed Dating” to surface areas of commonality among people of different ages and generations
- Surfacing of how individuals of different career stages and life stages define their own age and value the dimensions of Quality of Employment
- The Center encourages sessions scheduled in groups to maximize value, participation, and impact
- Train the Trainer opportunities available to provide the knowledge and tools to deeply embed strategic age responsiveness into your organization

Manager Session

- “Prism of Age” exercise to demonstrate the complexity of age related Stereotypes
- “Action Exercise” identifies critical business issues and how current age demographics are impacting organizational success
- Demonstration & dialogue of how the Prism of Age can better align organizational responses with employee age/demographics
- The Center encourages sessions scheduled in groups to maximize value, participation, and impact
- Train the Trainer opportunities available to provide the knowledge and tools to deeply embed strategic age responsiveness into your organization

Quality—Business Value

- Live or Remote Professional facilitation maximizes resources by focusing on critical employee issues
- Optional Research Modules report on pre-workshop survey results that profile your workforce’s age responsiveness and enhance employee engagement with age inclusive environments
- Take-away workbook & tools developed from rigorous new research to develop effective work teams

How and why your employees define their career stage & life stage can have important implications for your talent management strategies

Your work really hits the mark because talking about generations alone doesn’t explain the vast differences within generations.

A new way of understanding of age has helped me to refocus our recruitment and retention efforts.

Contact Us

Do you know whether differences in employees’ ages might affect their preferences for the type of work environment they seek? Are you trying to create innovative solutions to accommodate those differences?

The Sloan Center on Aging & Work’s innovative Beyond Age Workshop Series, with sessions for both managers and employees, can help you address these questions.

For more information on the Beyond Age Workshop Series and/or findings from the Age & Generations Study, please contact:

Samantha Greenfield, 617-552-9117 or samantha.greenfield@bc.edu
Kathy Lynch, 617-552-2865 or lynchks@bc.edu

* The Beyond Age Workshops interpret and leverage the results from the Center’s (2008) Age & Generations study.