

## Lesson 16: Ageism

💡 **Opening Thought:** Ageism isn't just about being 'too old.' It affects anyone judged as 'too young,' 'too old,' or 'out of touch' instead of being seen for their skills.

🖋️ **Reflection** Think about your own career:

- Have you ever felt "too young" or "too old" to be taken seriously?
- How did it affect you?
- What do you wish others understood about you at that age?

📌 **Activity: Age Assumptions at Work.** Check any you've heard or seen in your workplace:

- |   |   |
|---|---|
| <input type="checkbox"/> Older workers are "blocking" advancement opportunities | <input type="checkbox"/> Younger workers are "lazy" or "entitled"     |
| <input type="checkbox"/> Younger workers "don't know enough to lead"            | <input type="checkbox"/> Older workers "can't adapt to technology"    |
| <input type="checkbox"/> Older workers are "too expensive to keep"              | <input type="checkbox"/> Promotions go mostly to mid-career employees |
| <input type="checkbox"/> Younger workers "don't stay loyal to companies"        | <input type="checkbox"/> Training is aimed only at new hires          |

👉 **Reflection:** Which of these assumptions show up most often in your workplace & what is the impact?

📖 **Case Example:** An experienced 60-year-old roofer applies to be a site supervisor. Leadership chooses someone younger, assuming the older worker will retire soon.

- What stereotype is at play?
- How does this limit opportunity and waste talent?
- What could be done differently?

💬 **Discussion Questions**

- How do age stereotypes affect team trust and morale?
- What strengths do younger and older workers each bring to the job?
- How can leaders create space for all ages to grow and contribute?

🌟 **Action Step:** One way I will challenge age-based stereotypes at work is: