

GET THE JOB

Overcoming Age Bias

Strategies for Thriving in a Multi-Generational Workforce

Age bias can affect professionals at any stage of their career, from younger workers dismissed as inexperienced to older employees navigating misconceptions about their adaptability.

Despite these challenges, thriving in a multi-generational workforce is possible with the right strategies. Here's how to overcome age-related stereotypes and succeed in any professional environment.

EMPHASIZE YOUR STRENGTHS

Combatting age bias starts with highlighting the unique value you bring to the workplace. For younger workers, this might include fresh perspectives, tech-savvy skills or energy for tackling new challenges. For older employees, it's essential to emphasize your wealth of experience, problem-solving abilities and leadership capabilities.

Tailor your resume and interview responses to focus on accomplishments, skills and qualities relevant to the role. Demonstrating how your background directly benefits the company can help shift the focus from your age to your contributions.



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STAY CURRENT AND OPEN TO CHANGE

One of the most effective ways to challenge age-related stereotypes is by showing that you're adaptable and up-to-date with industry trends.

Stay current by taking courses, attending workshops or earning certifications in emerging areas. This is especially important for older professionals who may face assumptions about their familiarity with technology or modern practices.

Being open to feedback and collaboration with colleagues of different ages also demonstrates your flexibility and willingness to grow.

Multi-generational teams often thrive when employees show respect for each other's strengths and are willing to learn from diverse experiences.

BUILD A NETWORK OF SUPPORT

Having allies in the workplace can make a significant

difference in overcoming age bias. Seek out mentors or peers who understand your challenges and can offer advice or advocate for you. For younger workers, connecting with more experienced colleagues can provide valuable guidance. For older professionals, mentoring others can help showcase your expertise and position you as an asset to the organization.

Additionally, professional associations and online communities can offer networking opportunities and resources

for dealing with age-related issues. A strong support network can boost your confidence and create new opportunities for growth.

By focusing on your strengths, staying current and building meaningful connections, you can overcome age bias and thrive in a diverse workplace. Embracing your unique contributions not only helps you succeed but also fosters a more inclusive and dynamic professional environment.