



**Kick Ageism to the Curb...
Your Career Isn't Over!**

Comments from LinkedIn Career Pros

Curated by Daisy Wright

The Wright Career Solution

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Kick Ageism to the Curb...Your Career Isn't Over Crowd-sourced Information

A day before presenting on **Ageism** to a group of mostly baby boomers, I asked my LinkedIn community if they could provide some tips on the topic that I could add to my own resource kit to share with the group. The 'ask' was for ***ONE tip from each person.*** The community's response was overwhelming!

In appreciation for their generosity, I decided to curate the content (mostly verbatim), and make it available to contributors and other interested parties. The information and contributors are not listed in any particular order. It's important to note that, while ageism is a two-way street where younger workers also face discrimination, this particular discussion relates to older workers and the challenges they face in the workplace.

DAISY WRIGHT

<https://www.linkedin.com/in/daisywright/>

- Older workers need a mindset shift
- Unchain your mind from the narrative that your career is over.
- Focus on your value and how you can contribute to the company.
- Address the issue of age upfront and use it as an asset
- Look for ways to make your resume ageless
- Learn to tell stories in interviews
- Find alternative ways to make money (remote work, Flexjob, UpWork, Fiverr)
- Mentoring works both ways: transfer your knowledge to co-workers and learn from your co-workers.
- With age comes wisdom; use this to your advantage.
- Make sure you are up-to-date with technology news (Sharpen your LinkedIn Profile)

HANNAH MORGAN

<https://www.linkedin.com/in/hannahmorgan/>

The information below is excerpted from Hannah Morgan's Career Sherpa's Blog.
(<https://careersherpa.net/age-discrimination/>)

With the majority of today's workforce over 50, I am surprised that this can even be an issue. But the issue isn't the physical age of the person, it is their mindset. An "old fart" is someone who:

- Thinks they know everything and is unwilling to change
- Has high, often unrealistic salary expectations

- Is slow to adapt to new concepts/ideas
 - Looks down on the younger, less experienced worker
 - Doesn't understand new technology
 - Is counting down the days until they retire (not engaged/short-timer)
-

ADDRESS THE AGEISM MYTHS

<https://www.linkedin.com/in/macprichard/>

- Not technologically savvy
- Stuck in old ways
- Won't work well with younger colleagues or managers
- Less productive
- Doesn't really want the job
- Looking to coast until retirement
- Too expensive

Excerpt from Mac Prichard's contribution on This Is Brightly Blog.

<https://www.thisisbrightly.com/sidestepping-ageism-in-your-job-hunt/>

MAUREEN McCANN

<https://www.linkedin.com/in/promotion/>

- Focus on your strengths by identifying all the ways you bring value to an organization.
- Ageism exists, but before you jump to that conclusion, take a look at yourself and do a quick self assessment.
 - ✓ Are you making an assumption that it's ageism and NOT a problem with your resume or interview?
 - ✓ Are you doing everything you're supposed to do in job search?
 - ✓ Are you feeling it might be ageism because your resume isn't leading to an interview and you KNOW you've got every skill they require? That's not ageism; that's an underperforming resume.
 - ✓ Perhaps you think it's the interview. When they see you and your gray hair or young face you assume it's ageism. It could be you have a reference problem, or you're doing something in the interview (unknown to you), that's leaving a bad impression.
 - ✓ Before we have the conversation about ageism, which is a very important conversation to have, first, address any assumptions, myths or underlying beliefs that we're "too old" or "too young"

If you are an older worker and are worried that age is playing a factor in your job search consider these strategies. First, alleviate any/all employer's concern with hiring you. For example:

- * You've been in the industry for years = you have experience
- * You know what works and what doesn't work = you mitigate risk
- * You know the players in the industry = you are well-connected
- * You know the inner workings of most organizations = you know and influence key players
- * You know the interplay between personalities = you know how to motivate individuals

While you cannot prevent age discrimination, if an employer is discriminatory towards you, it is important to know your rights. Here are the links to the US and Canadian age discrimination laws for your reference.

Age Discrimination (US) <https://lnkd.in/esGbvHX>

Age Discrimination (CAN) <https://lnkd.in/eiTcEUB>

TARANUM KHAN

<https://www.linkedin.com/in/taranumkhan/>

"It's our attitude and not the number that defines who is inside the body."

How I became an entrepreneur at 66 | Paul Tasner – <https://youtu.be/Ogce5D2XMZ0> 61-Year-Old Model Slaying The Fashion World – <https://youtu.be/Uf6pjgh4LEY>
<https://youtu.be/fJv389OYr7w>

Acing Senior Year at India's School for Grandmothers <https://youtu.be/nA7pkg90564>
Meenakshi Raghavan: Bringing back the ancient "Kalaripayattu" <https://youtu.be/P1EJRADEEUA>

MICHELLE PRECOURT

<https://www.linkedin.com/in/michelleprecourt/>

Be cautious of the language you use. I commonly hear "I'm old school" or "things have changed since...." Things change constantly. There will always be someone younger...always.

MARY WHITAKER

<https://www.linkedin.com/in/mary-whitaker-career-coach-9672b513/>

When working with older workers it is important for them to re-emphasize their work ethic – their commitment to complete projects; ability to adapt to change and be a team player.

SWETA REGMI

<https://www.linkedin.com/in/sweta-regmi/>

Avoid:

- Using word "seasoned" in a resume
- Highlighting jobs which are more than 10 years old. Add old jobs (without dates) and only if they are relevant to the position.
- Displaying degree dates
- Wisdom tax content on the resume (i.e. if an employer requires 5 years of experience and you list 15 years. You are showing you are worth more.

Be humble during interviews, not act like you know it all. Leave your ego at the door. Demonstrate you are up-to-date with technology. Show them you know new tools and you have kept yourself up-to-date.

I will add one more thing... My dad used to hide his gray hair before interview by coloring. He felt he would be otherwise discriminated. Grey is the new fashion now!

SHELLY ELSLIGER

<https://www.linkedin.com/in/selsliger/>

If your age is holding you back, it will show up in what you write and how you see yourself. So, put on your cape, take a stand back, write down all have accomplished, smile, and write that resume, cover letter, and LinkedIn profile that oozes confidence, experience, and skills that others might not have. In other words, get out of your own way.

SKYE BERRY

<https://www.linkedin.com/in/skyeberry/>

Regardless of age, jobseekers need to be clear on their own needs, strengths and talents. When you are clear, you can communicate why you are the best candidate for a targeted role. This helps you stand out from the crowd and minimize any area for bias or discrimination.

MARK ANTHONY DYSON

<https://www.linkedin.com/in/markanthonydyson/>

Try targeting companies who share your values and hire people like you. Check out anywhere the company talks, or advertises to see if they talk about or lift-up people like you. LinkedIn groups, FB groups or the like would be a starting place. Connect with others who work for the company to get a sense of the culture and how you can fit in and add value.

JOANNE BRATHWAITE

<https://www.linkedin.com/in/iamjoannebrathwaite/>

- Put away the prejudices and preconceived notions about (your) age and experience. Ageism can be a two-way street. Some job seekers are resentful that their new boss may potentially be a lot younger than they are.
- Don't assume that youth=inexperience and inadequacy.
- Don't assume that because you're older you know better.
- Prepare to change your mindset. It's your mindset that determines your success.

GABRIELA CASINEAU

<https://www.linkedin.com/in/gabrielacaseanu/>

There are plenty of companies out there. Just because some didn't hire you doesn't mean that others won't. It's a numbers game, and that doesn't necessarily refer to your age - unless you believe it, which will unconsciously be reflected in your actions and attitudes.

SHELLEY PIEDMONT

<https://www.linkedin.com/in/shelleypiedmont/>

I made the mistake of getting mad when I was assigned to a manager that was younger than me. I thought this person could not teach me anything. My behavior made our relationship very difficult. Since then I have realized that we all can learn from each other. I have had three bosses that were younger than me since then, and all three were great. I learned from them; they learned from me. You need to check your ego at the door.

KEN SHER

<https://www.linkedin.com/in/kensher/>

My advice is to clarify questions you're not sure of. For example, consider the "Aren't you overqualified" question. This can be a different way of asking "aren't you too old for this role?" But, you need to know exactly what they're asking before you answer it. Do they think you'll get bored? Do you make too much money? Do you want the boss' job? Will you leave when something better comes along? Before answering the "overqualified" question, clarify exactly what they're asking so you directly respond to their concern. Once you know, you'll have the opportunity to handle that objection and make it a non-issue.

MARIE ZIMENOFF

<https://www.linkedin.com/in/mariezimenoff/>

In addition to Maureen McCann's advice to determine if something else is getting in the way ... get real about the stereotypes. What are hiring managers afraid of and how can you do their best to not fall into those traps (coming across as not being able to be led by someone younger, etc.) for example?

CARLA PRATICANTE

<https://www.linkedin.com/in/carlapraticante/>

Regardless of age, keep learning and maintaining enthusiasm with your career and life. It is vital to demonstrate with your words and actions that you are current with technology, maintain a growth mindset and be open to embracing new ideas and the evolution of business.

SUSAN P. JOYCE

<https://www.linkedin.com/in/susanjoyce/>

Be sure to include the URL for your LinkedIn profile on your resumes/applications, business/networking cards, blog, and any other public visibility.

That does 3 good things:

- First, it makes it easy for people to find the right LinkedIn profile, especially employers and recruiters verifying the "facts" on the person's resume or job application.
- Second, it makes it easier for people who have the business card to follow up, and

- Third, the links from the blog and other online visibility build the SEO (Search Engine Optimization) authority of the profile.
- My tip is to demonstrate that you are up-to-date with a complete and up-to-date LinkedIn profile (when employed and when unemployed). Not a skimpy reposted resume, but a "live" LinkedIn profile full of accomplishments and demonstrating current skills and knowledge of how the world operates NOW.

Susan Joyce also shared the following links that appear on her Job Hunt Blog:

<https://www.job-hunt.org/boomer-job-search/beating-boomer-bias-getting-up-to-date.shtml>

<https://www.job-hunt.org/freelance-contractor-jobs/remote-retirement-jobs.shtml>

<https://www.job-hunt.org/boomer-job-search/boomer-job-search.shtml>

ADRIENNE TOM

<https://www.linkedin.com/in/adriennetom/>

I second the advice to know yourself really well and be confident in your abilities before launching a search. If you believe in yourself and your offerings you can work to position yourself as the best possible candidate, regardless of your age or stage of career. Focus on what you can control, not on what you cannot.

WAYNE PAGANI

<https://www.linkedin.com/in/developcareers/>

Regardless of the hiring practices related to age (from young to older talent); for me, it always comes down to fit. And being part of a culture where age is an issue over qualifications & talent, likely isn't a fit. As a job seeker learn what you can about organizations in your field & target those with the best overall fit with your values & their culture, your offering & their needs, your solutions to their challenges.

MARCELLA SCARCELLA

<https://www.linkedin.com/in/marcelloscarsella123/>

This topic is near and dear to my heart as I am a 62 year old. Best advice and I'm trying to live by it is to do everything we can to improve mind and body health and carry ourselves with a positive and confident vibe and energy. We need to look for opportunities to lead by example, show value in what we do and how we do it!

LAURA SMITH-PROULX

<https://www.linkedin.com/in/laurasmithproulx/>

I really enjoy reading these valuable perspectives - thank you for launching this conversation, Daisy! As others have noted, it's all about the assumptions made, right or wrong, in both the applicant's mind and that of employers. I encourage job seekers to retain valuable info on a resume, even if it dates back decades, but RE-FRAME it to show why it's pertinent now. Lose the date, keep the skills... because "when" doesn't matter as much as "why" and "how" it helps you bring more to the table.

DANIEL COLLINS

<https://www.linkedin.com/in/daniel-collins-mba-pmp/>

1. **Older workers are "overqualified"** for and will therefore be unhappy in many lesser positions. This supposed unhappiness will negatively affect the quality of their work, and cause them to quickly leave for a "better" position. The employer will then have to spend precious time and money to refill the position.

RESPONSE: Good leaders need to be good followers and vice versa. I have no problem being a team member/team player. I am actually kind of happy not having the responsibility and stress leadership brings.

2. **Older workers will not accept a younger boss.**

RESPONSE: It's kind of hard finding a boss that is older than me. I have mentored numerous younger employees to heights much higher than I ever achieved.

3. **Older workers are more expensive.** They have more health problems, and will therefore increase the health insurance costs of the employer. They also expect a higher salary.

RESPONSE: I expect a salary commensurate with the value I bring to your company. I already have healthcare through other means so you cannot hold that against me. Plus I have an exercise regimen where I won't be calling in sick very often.

ANDREW FRIEDMAN

<https://www.linkedin.com/in/ajohnfriedman/>

How to Triumph Over Age Discrimination

<https://www.linkedin.com/pulse/how-triumph-over-age-discrimination-andrew-friedman/>

CHRISTINE CRISTIANO

<https://www.linkedin.com/in/ccristiano/>

One myth that needs to be dispelled is that if a mid/seasoned/mature worker is hired, they will not stay within the employer long term so training is a waste of resources, time and money. This is so untrue, many baby boomers are doing double duty with kids still in post secondary and caring and supporting aging parents concurrently hence they will not be exiting the job market any time soon. As a career coach working with mid/seasoned/mature biz professionals, I am sure this is an interesting read and would love to have access to your report Daisy.

DIVAN GAMALIEL

<https://www.linkedin.com/in/divangamaliel/>

[#Ageism](#) is a global problem and every one of us will start to experience it as we get older. New surveys show that ageism could start in the 40s.

1. Speak up
2. Be Positive
3. Keep yourself relevant
4. Never given up. Never let age be an excuse.

Link to Divan's article: <https://thriveglobal.com/stories/solution-to-the-stubborn-problem-of-ageism-in-hiring/>

PHYLLIS MUFSON

<https://www.linkedin.com/in/phyllismufson/>

The following links were recommended by Phyllis Mufson

How to Approach the Generation Gap in the Workplace

https://www.nytimes.com/2015/08/09/jobs/how-to-approach-the-generation-gap-in-the-workplace.html?WT.mc_id=SmartBriefs-Newsletter&WT.mc_ev=click&ad-keywords=smartbriefs&r=0

Five Myths About Landing a Good Job Later in Life

<https://www.wsj.com/articles/five-myths-about-landing-a-good-job-later-in-life-1524167716?tesla=y>

LYNNE WEST

<https://www.linkedin.com/in/lynneewest/>

What you believe is what you invite. Believe you are great and others will, too. Thank you. This is fascinating.

LEDIANIS RIVERO SOSA

<https://www.linkedin.com/in/ledianisriverososa-ccdp/>

This is a fascinating topic and you already have great input from the many other professionals who have shared their insights here. I will very quickly also share my two cents and it's about the relationship between age and over-qualification. Many times my clients, who are mid-career internationally trained professionals, are told by employers that they are overqualified but how can they assess if someone is over qualified? I'd say it's a combination of accumulated experience which happens over time. Would a young professional be told that they are overqualified? Would they be told that they have "too many skills"?

VERONICA MARTIN

<https://www.linkedin.com/in/veronicaannemartin/>

This is all great advice. Thank you to all. At some point, you can't hide your age. Be clear about what you want and show value to a potential employer the way you've always landed a role - by doing your research, being enthusiastic and showing you are up on current trends and information, rather than coasting on outdated laurels.

LISE STRANSKY

<https://www.linkedin.com/in/lisestransky/>

I would echo focusing on skills, accomplishments and strengths. No matter what age you are, these are the important pieces of information to be communicated anywhere and everywhere.

LYNNE WILLIAMS

<https://www.linkedin.com/in/lynnewilliams/>

My tip is to make sure you always have a side gig or side hustle so you have income while to ride out a job search.

JACQUELINE ARNOLD

<https://www.linkedin.com/in/jackiearnold/>

I agree that ageism is a very important topic, but I've also seen limiting beliefs holding people back.

Each contributor's LinkedIn Profile has been provided. Feel free to connect with them.