

MANAGING OLDER WORKERS

The workforce is aging. It may mean that you're managing more people who are older than you. It's important to know how to get the best from the older workers. They often provide skills and attitudes that younger workers may not have. Here are some tips on effectively managing older workers:



1. Assess any stereotypes you may hold.

They may be positive or negative. You may believe older workers have a harder time getting new concepts, or that they're harder workers. Regardless, know the stereotypes you have. Then, look for examples that are counter to your beliefs. It's a fact that stereotypes often keep us from tapping talent.

2. Know that older workers desire meaningful and challenging work.

It's a myth that they're just there until they can retire. Like anyone else, older workers want a chance to learn and grow. So give them real challenges, something that really matters to a project.

3. Give them feedback.

Many younger managers are a little hesitant to give older workers feedback positive or negative. But older workers need to know their value to a team or the importance of their work. And, they need to know where and how they need to improve.

4. Consider making them mentors.

Older workers have a mountain of experience. They can help steer younger workers through minefields that are never written in the company policy manual. And they can provide insights based on their own successes and failures.
