

Worksheet: Assess your organization's values-driven case for age inclusion

How to use this worksheet:

Use this worksheet with your team to explore how age inclusion efforts can help your organization live more fully to its stated values.

Who to include in the conversations:

You can use it as an exercise with your Senior Leadership Team, or you can use it with your HR leadership team and then integrate the outcome into a broader presentation to senior leaders.

To consider how age inclusion efforts and building a multi-generational workforce can help your organization live to its values, ask yourself these questions:

1. What are your organization's stated values?

- _____
- _____
- _____
- _____
- _____

2. How do inclusion efforts support each value?

- _____
- _____
- _____
- _____
- _____

3. How could age inclusion support each value?

- _____
- _____
- _____
- _____
- _____

4. Which value(s) can your organization NOT fully live to without a mixed age workforce? Why?

- _____
- _____
- _____

5. Which value(s) already fully integrate age inclusion in how we talk about them, and which value(s) present opportunities for us to do this more fully?

We <i>already</i> integrate age inclusion into how we talk about this value	We <i>have opportunities</i> to more fully integrate age inclusion into how we talk about this value

6. Which ONE value presents the biggest opportunities to create value for the organization by addressing age inclusion?

- Value: _____
- How could you create value for the organization by integrating age inclusion into how you talk about and take action to live to this value? _____

7. Where might you encounter skepticism or inertia within your organization when framing conversation about age inclusion as a way to live out organizational values?

- _____
- How can you anticipate and engage on these concerns productively? _____

