

Try it Now — What's Your Personal Motivation to Reduce Age Bias?

We are more successful in reducing bias in our relationships and behaviors if we take time to reflect on our motivations for reducing it.

Step 1: Read this list of possible personal motivations and add your own in the blank areas.

- ☐ I need to fill high-volume hiring needs and see a strategic opportunity to do so if I ensure my sourcing and selection efforts include older candidates.
- ☐ It's been challenging to find the most qualified candidates for recent hires, and upon reflection I realize that there were no older workers among the candidates we interviewed.
- ☐ I've seen or experienced age bias personally and don't want others to have that experience.
- ☐ I would like to have a reputation as a manager who strives to be inclusive, as that could make my teams function more effectively, make it easier to recruit into my team and improve my own chances of promotion by leading a high-performing team.
- ☐ I believe we will better serve diverse customers and capture new markets by creating a diverse team.
- ☐ Given how many generations are in the current workforce, it just makes sense as a smart talent management strategy to hire across all of them.
- ☐ I already try to build a diverse and inclusive team in other ways, but realize I need to take age into account in these efforts.
- ☐ I want to lead the way because I know my organization doesn't have any defined policies to help create a multigenerational workforce, such as defined unbiased recruitment processes.¹¹
- ☐ (Add your own here) _____
- ☐ (Add your own here) _____

Step 2: Now check the boxes next to the top 3 that are your core personal motivators.

Step 3: Consider your top reason for wanting to reduce age bias in your professional

relationships and behaviors. With it in mind, list three words to describe what it would feel like to manage your team after you have taken steps to reduce age bias within your team hiring.

1. _____
2. _____
3. _____

¹¹ Only 5% of employers have defined policies to help create a multigenerational workforce, such as unbiased recruitment processes, phased retirement, or life-long learning opportunities. OECD. (2020). [Promoting an Age-Inclusive Workforce. Living, Learning a](#)