



*Surveys show that one of the most common fears is that we are not needed..*

Source: IS IT A BIRD 2020

## Seniors in the workplace

The workplace culture is essential to a good working life – this also applies to your seniors. It is therefore important that management discusses what the late career of seniors should be like. On this page, you get inspiration and useful tips for your talk with a senior.

### Retention and recognition

Many companies are currently finding it difficult to meet the need for new employees so why not make sure that employees with knowledge and experience stay on a little longer?

Having a talk that is beneficial to both you and your employee requires preparation and understanding.

Here are five useful questions that you as a manager can ask yourself when preparing for the talk:

- 1.** How do you measure success? Is an employee successful only when he/she meets the highest sales targets or meets all of his/her targets? Or can an employee also be successful by serving as a mentor or as the experienced culture carrier helping younger employees find the right path?
- 2.** Are the competencies of seniors used optimally or could they be used more effectively
- 3.** Do seniors have the opportunity to undergo supplementary training and upskill their knowledge during their final years in the labour market?
- 4.** Is your employee thriving in the team? Consider how you create a workplace where age does not matter.
- 5.** Do you already have a strategy for your seniors and are your employees familiar with it? A strategy for seniors is of no use if nobody is familiar with it.



*Have you considered... that a gradual exit from the labour market may benefit both the employer and the employee?*

### Specific proposals for the talk

Below are our proposed questions that you and your employee can discuss. It would be a good idea to send the questions to the employee before your talk so that he/she has time to consider his/her future - in that way, you will hopefully have a good and pleasant talk.



#### Professionally

- Do you feel that your professional knowledge and experience are sufficiently put to use?
- Do you wish to undergo supplementary training?
- How can we best strengthen your professional development?



#### Socially

- Do you get along with your colleagues?
- What is it like to be one of the older and experienced employees?
- Can we as a company do anything to strengthen the social relations across generations?



#### Planning and the future

- If it was entirely up to you, what would your working future look like?
  - Increase/reduction in working hours
  - Fewer/more/other work tasks
  - More/less responsibility
- How do we as an employer support your well-being?
- What are your plans for the future?