



AGEISM



DEBUNKING 10 MYTHS ABOUT HIRING EMPLOYEES OVER THE AGE OF 55

THE MYTH

1. PERCEIVED LACK OF TECH SKILLS

Some employers assume older candidates aren't as up-to-date or comfortable with newer technologies or digital platforms, even when that's not the case.

2. HIGHER SALARY EXPECTATIONS

Years of experience assumes that senior professionals will demand higher pay or better benefits, making them seem "too expensive."

3. OVERQUALIFIED CONCERNS

Hiring managers may worry that older candidates are overqualified and will become bored, disengaged, or leave quickly if a better opportunity arises.

4. RESISTANCE TO CHANGE

There's a stereotype that older professionals are stuck in their ways or resistant to change, which can deter companies seeking "agile" or "innovative" cultures.

5. RETIREMENT PROXIMITY

Companies may assume older hires are short-timers headed for retirement soon, making the investment in training or onboarding seem less worthwhile.

6. GENERATIONAL FIT

Hiring managers may (consciously or unconsciously) favor younger candidates, believing they'll better "fit" with the team's age demographic or culture.

7. HEALTH AND INSURANCE COSTS

Some employers fear that hiring older workers could lead to higher healthcare costs or more frequent medical absences.

8. UNFOUNDED LEGAL FEARS

Some organizations believe that hiring and then firing an older employee is legally riskier due to age discrimination laws, leading to avoidance.

9. BIAS TOWARD "FRESH IDEAS"

There's often a belief that innovation comes from youth, undervaluing the creativity and forward-thinking of seasoned professionals.

10. LIMITED ADVANCEMENT ASSUMPTIONS

Employers may think older workers aren't interested in learning new skills, growing into new roles, or adapting to new responsibilities.

THE REALITY

1. TECH-SAVVY AND STILL LEARNING

Seasoned professionals aren't tech-averse, they're lifelong learners. They've adapted through decades of evolving technology, and they're still adapting.

2. WORTH THE INVESTMENT

Experience may come with a price tag, but it often saves time, reduces risk, and improves outcomes. That's value, not cost.

3. NOT OVERQUALIFIED. JUST READY!

A seasoned hire isn't overqualified, they're equipped. They don't need hand-holding, they ramp up fast, and they elevate teams immediately.

4. CHANGE IS NOTHING NEW

They've seen every kind of change from analog to digital, from startup pivots to Fortune 500 restructures. Change doesn't scare them; they've led it.

5. NOT EVERYONE'S LOOKING TO RETIRE

Many 55+ professionals aren't winding down. They're gearing up for their next chapter. With longer life expectancy and flexible work, retirement is no longer right around the corner.

6. CULTURE ADD > CULTURE FIT

Diverse teams perform better and that includes age diversity. Professionals over 55 bring balance, mentorship, and perspective to multi-generational teams.

7. RESILIENT AND RELIABLE

Older professionals often have lower turnover, more consistent attendance, and a deep commitment to their work.

8. COMPLIANCE IS A STRENGTH, NOT A RISK

Hiring an older professional isn't a legal liability, avoiding them is. Embracing experienced talent builds a more equitable and inclusive workplace.

9. INNOVATION ISN'T AGE-LIMITED

Fresh ideas don't have an expiration date. Experience paired with curiosity often leads to the most transformational thinking.

10. STILL GROWING, STILL CLIMBING

Plenty of professionals over 55 are looking to evolve, to lead, consult, mentor, or pivot. Growth doesn't stop with gray hair.

Ageism is the last 'acceptable' bias in too many workplaces. Companies that challenge that norm don't just do the right thing, they also gain a competitive edge.