

The 7 Concerns about hiring the “older crowd”

This list is hard to read, but it’s the truth. Put yourself in the shoes of a hiring manager. Think about whether or not you’ve worked with someone who was older who exhibited some of these behaviors. Employers are looking for more than simply “can she do the job?” They are trying to make sure that you will be happy, productive and that you will stay (not quit at the first new job that comes along OR when the stock market ticks up again). **The good news is, there ARE things you can do to overcome these concerns** ... even if some of them are true for you. Maybe you WOULD rather be retired! That doesn’t mean you can’t get a great job right now.

7 things they might be concerned about if you’re close to retirement:

1. LACK OF ENERGY OR ENTHUSIASM for work.
2. FLIGHT RISK / MIGHT QUIT (would rather be retired. Might quit, or worse: show up with a bad attitude and not work very hard).
3. Afraid of (or resistant to) TECHNOLOGY.
4. Afraid of (or resistant to) CHANGE.
5. WON’T PLAY WELL WITH OTHERS / WON’T TAKE DIRECTION FROM A YOUNGER BOSS (especially those younger than they are).
6. TOO EXPENSIVE. There are a few deeper concerns here. 1. You might “break the budget” 2. If they pay you more than other employees working the same job, they might find out and quit. 3. If they bring you in at the top of the pay grade, they won’t be able to give you a raise ... and then you will quit. 4. You might take the pay cut, but the chances of you quitting for a better-paying job are HIGH!
7. Might have significant HEALTH ISSUES ... with could lead to a lot of time off, and higher healthcare costs.

Is it real? (How to know it when you see it)

Unless I’m sitting in the interview with you, or talking to the hiring manager, I can’t tell you if it’s real. What I REALLY want you to do is take a deep breath, step back and ask yourself “Is that question he just asked me and/or his body language about my age? Or is it possible about something else? What happened right before he asked me that question? Is there a chance he’s trying to figure out one of the 5 key questions?”