

Conversations

Age positive conversations

We have road tested these questions with hundreds of mature age workers and people leaders. To encourage positive and productive conversations with mature age workers, choose questions that are open ended and do not make assumptions about retirement.

These questions are a resource from the **Navigate+: Mature age worker conversations** workshop run by Sageco for people leaders.

Choose several of these questions to start a conversation with a mature age worker to help them explore and create their future.

1. How valued do you feel for the knowledge, skills and experience you bring to this organization?
2. What satisfies you most about your role?
3. What are the work factors that help you perform at your best?
4. What sort of training and promotional opportunities have come your way?
5. What impact does technology have on your role?
6. What sort of flexible work options (eg reduced hours, unpaid carers leave, purchased leave) would help you to decide to stay in the workforce?
7. What examples of age bias have you seen in our workplace?
8. What opportunities would you like to share your knowledge with less experienced colleagues?
9. What areas in your life (eg health, finances, lifestyle, leisure, goal setting) would you appreciate support for?
10. What can the organisation / I do to ensure you continue to enjoy a satisfying career here?