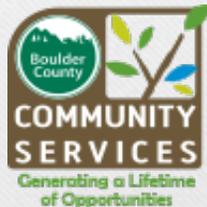


Insights and Guidelines

For the 50+ Job Seeker



Introductions

- Your first name
- Your career direction
- Something interesting about yourself that most people don't know

The Job Search has Changed

- Online applications
- Applicant Tracking Software
- LinkedIn
- Targeted Resumes
- Online Research





Why do you want or need to work?

- Still in mid-career
- Want to start something new
- Need full income
- Need supplemental income
- Do something a little different
- Not sure

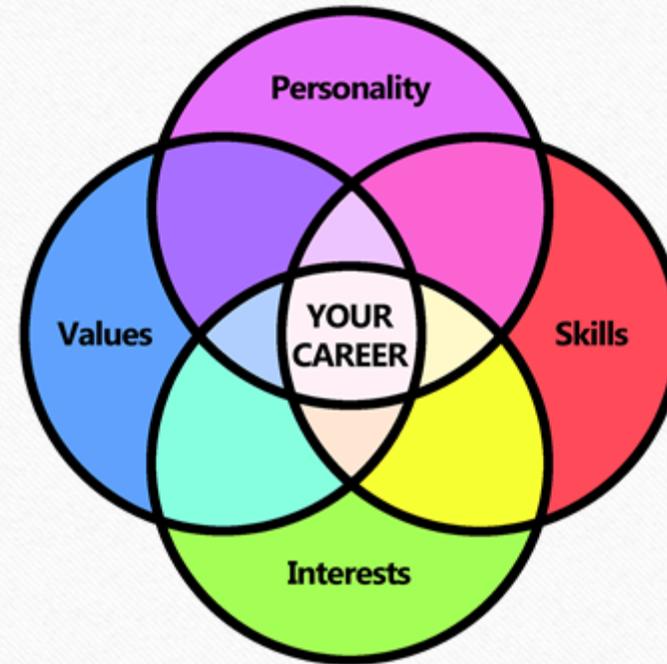
How does work fit into my life?

- Work from home
- Set my own schedule
- Work part time
- Work full time
- Monday-Friday work week
- Flexible



Get clear on your Job Search direction

- Career Exploration workshop
 - Interests
 - Personal and Work Values
- StrengthsFinder 2.0 workshop
- Myers-Briggs Temperament workshop
- YouScience



Research employers

- Find companies near where you live
- Look for employers in your industry
- What companies need your skills and talents?
- Job Search Safari workshop



The Online Application & Age Discrimination

- All fields must be completed
- Enter n/a into fields that don't apply to you
- Dates of graduation
- The salary question
- The salary history

The screenshot shows a web browser window with the address bar displaying "https://gate.aon.com/Candidate/Step/ShowProcessStep". The page title is "Hiring To Win". Below the title is a language dropdown menu set to "English". A red horizontal bar is present. Below the bar, a warning message states: "After 20 minutes of inactivity you will be logged out of the application process. To re-enter and continue, restart the process from the same website that you start the same identifying information to continue where you left off." A link is provided: "View important information about SPAM Recruitment/Fraudulent Email messages". Below this, a black bar contains the instruction: "Please provide the following information about yourself. Fields marked with an * are required." The form fields are: First Name (John), Middle (empty), Last Name (Doe), Phone Number* (empty), Email address* (johndoe@email.com), How are you applying?* (Choose), and How did you hear about this opportunity?* (Choose).

Let's talk
about
Discrimination

In what ways can an
interviewer
discriminate against
an applicant?



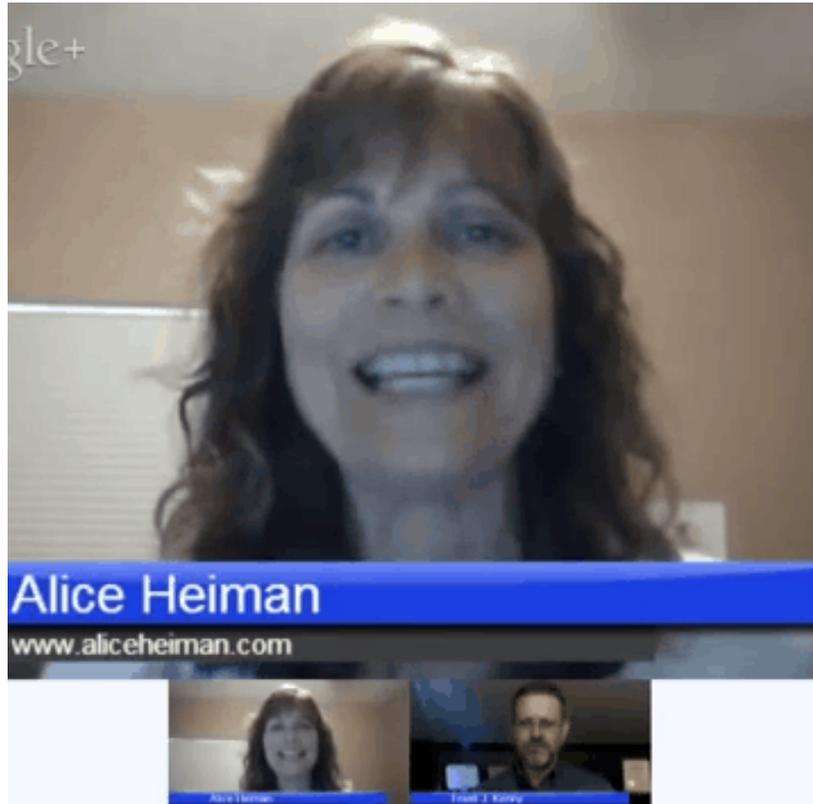
What's new about Resumes?

- Resumes need to be targeted to each position
- Get an Gmail.com account and use your name; first.last@gmail.com
- Focus on the skills and experience you have that relate to the job
- Work history should go back only 10-15 years
- Avoid saying, “Over 25 years’ experience”
- Remove graduation dates
- Include a Community Involvement or Volunteer section

The Interview

What's different now

Types of Interviews and Technology



- Panel interview
- Phone screenings
- Skype interviews
- Video recorded interviews

Changes to Interviewing

- Employer will look you up on LinkedIn before or after an interview
- Look up interviewers on LinkedIn prior to the interview
- Prepare answers that show the *results* of your work; your accomplishments
- Avoid the phrase “I have a lot of experience”
- Prepare gracious answers for inappropriate age-related interviewer questions

Awkward Interview Moments

- The interviewer or manager is a quite a bit younger than you are
- Dealing with your ambivalence in an interview
- You are asked an inappropriate age-related question
- You see “the look” when the interviewer first meets you
- Interviewer may see you as a parent
- Interviewer may feel intimidated by you because of your experience

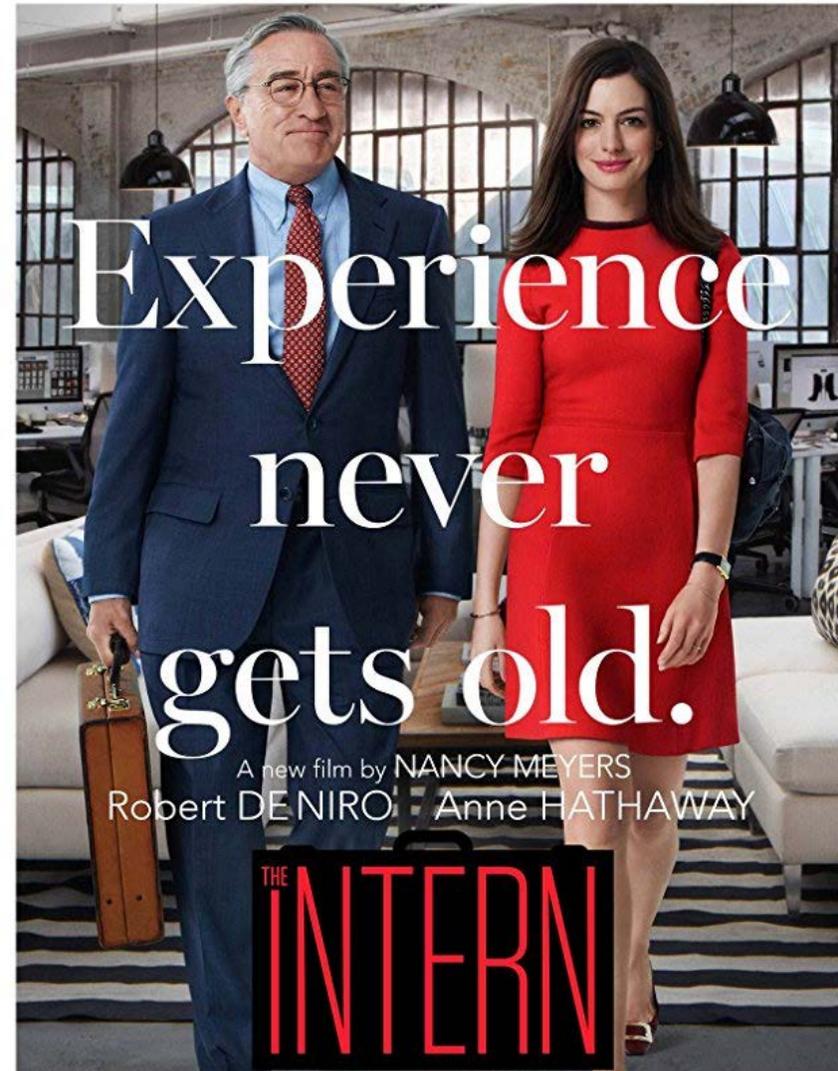
Let's talk about Mind Set

- Examine your beliefs and assumptions
- Without intending to, or without knowing it, mature workers can come across as ambivalent or disengaged, or sometimes arrogant and condescending; that behavior can invite rejection
- Be open and communicative with your interviewer, approach the interviewer without prejudice of any kind



The Intern

The Lighter Side
of Interviewing



What to do
from here:





Change careers?



Take time to think about what you'd **REALLY** like to do.



Specialize in an area that is sought after in the marketplace.



Reframe your experience to demonstrate future value.



Target small to mid-sized companies needing your broad skill sets.

Linked in.



Meetup

Embrace	Embrace technology and update computer skills.
Maintain	Maintain positive high energy.
Befriend	Befriend a Gen X and Gen Y; find out what music, websites, and media they are most involved with.
Network	Network – LinkedIn, Meetups, Networking groups, meet for coffee or lunch.



Package The New You



Accept and adapt to changing workplace culture and attitudes.



Update your resume and cover letter



Update your clothes and hair cut.

In Summary



Age discrimination is real but it can happen at any age, for a variety of reasons



Let go of the past



Embrace new technology and move forward



Clarify your job target and network your way into it

You got this!!



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