

THE TRUTH ABOUT AN AGEING WORKFORCE

Today's 60+ aged adults are more active, tech-savvy and better educated than the same age group of any previous generation.

Did you know that...

39

Is the median age of the average tech founder when they started. 2x as many were over 50 as those under 25

People aged
55-64

had a higher rate of successful entrepreneurial activity than those 20 - 34

MYTH

THE EXPIRY DATE ON PRODUCTIVITY IS 65.

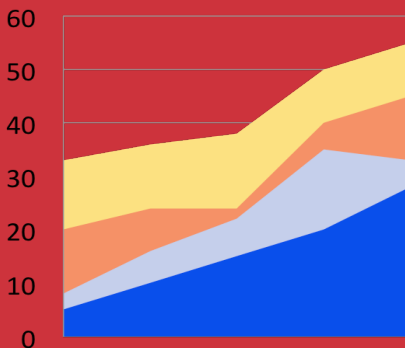
There is no relationship between age and job performance when it comes to productivity, according to academic studies. In fact, experience is proven to give older adults the performance edge.

1.1 million

65+ reported working in 2015 (highest amount on record)

43%

Of those 65+ took their main source of income from employment in 2015



MYTH

INNOVATION DECLINES WITH AGE

Research suggests that **older workers can actually be more innovative than their younger counterparts**. According to a Kellogg study, people become more innovative at older ages. One explanation is that it takes time for education and work experience to settle in the brain and trigger new ideas about better ways of doing things.

FACT

AGE DIVERSITY WORKS

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Diverse teams are more productive and diverse organizations are more financially successful.

Research supports the benefits of employing age-diversity in teams. The benefits are essentially due to more diverse problem-solving capacities (an increased cognitive toolbox), better incentive structures, and more effective transfer of specific know-how and norms (cultural values) from older to younger generations.

Not all age barriers come from external sources. One often missed barrier to older workers and entrepreneurs is internalized ageism. Don't let a lifetime of misinformation about ageing discourage you from exploring opportunities and reaching your potential.

TOP
OVER
SIXTY
60

For sources and more information visit our resources page on www.topsixtyoversixty.com