**Intergenerational Learning Curriculum**

**Module 3.** Designing Strategies for Managers, HR Professionals and VET Providers to combat ageism and social exclusion at the workplace *– Ireland – Future in Perspective*

## Correct Answers

Quiz

1. In research conducted by William Fry in 2016, what age were older workers perceived to be?
	1. 45
	2. **51 – correct answer.**
	3. 61
	4. 65

Justify your answer:

1. True or False: Some of the common forms of discrimination seen by older and younger adults include direct discrimination, indirect discrimination and victimisation.
	1. **True – correct answer.**
	2. False

Justify your answer:

1. True or False: Stereotypes are always negative in their nature.
	1. True
	2. **False – correct answer.**

Justify your answer.

1. In which areas can HR address age-related discrimination
	1. Recruitment and Selection
	2. Performance Management
	3. Learning and Development
	4. Succession Planning and Promotion
	5. Compensation and Benefits
	6. Employer Branding
	7. **All of the above – correct answer**
2. True or False: Age diversity is bad for businesses
	1. True:
	2. **False: correct answer.**

Justify your answer.

1. During the recruitment process, which of the following terms should be used to refer to individuals:
	1. Experienced
	2. Digital natives
	3. Seasoned
	4. **None of the above – correct answer**
2. 360-degree performance reviews enable:
	1. **All members of the team provide feedback to individuals – correct answer.**
	2. Only a select few members to critique others
3. True or False: Organisations do not need to consider the age of retirement when looking into their age-related policies and procedures.
	1. True
	2. **False – correct answer**
4. Age-Friendly Service Provisions promote:
	1. Those of any age to access the services they wish
	2. Equality amongst all people, irrespective of their age,
	3. Preparing towns and villages for an aging population
	4. **All of the above – correct answer**
5. Reverse mentoring promotes:
	1. Knowledge exchange
	2. Confidence building
	3. An awareness of the bigger picture
	4. All of the above.