**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.