**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*

## Module Training Assessment

Quiz

1. In research conducted by William Fry in 2016, what age were older workers perceived to be?
   1. 45
   2. 51.
   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
   2. False

Justify your answer:

1. True or False: Stereotypes are always negative in their nature.
   1. True
   2. False

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
2. True or False: Age diversity is bad for businesses
   1. True:
   2. False:

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
2. 360-degree performance reviews enable:
   1. All members of the team provide feedback to individuals
   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
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
5. Reverse mentoring promotes:
   1. Knowledge exchange
   2. Confidence building
   3. An awareness of the bigger picture
   4. All of the above.