
The authors wrote the article to make people more aware of ageism and how extremely prevalent it has become in the workplace. They listed several misconceptions about older adults and relied on research done by others to argue that these stereotypes tend to be false or at least over exaggerated. They pointed out that older adults often internalize these negative beliefs about them, which lead to lower self-esteem, unhappiness, depression, and learned helplessness. In the workplace, the biases of managers and trainers translate into lower performance evaluations and greater wage discrepancies. Ageist attitudes also play a role in the training of employees by preventing older adults from receiving educational and training opportunities. The authors explain that companies should take advantage of the experience, judgment, and wisdom of older adults, valuable resources that too often go untapped. The authors of this article remain optimistic that if management and trainers will begin to make a conscious effort to become aware of ageism in the workplace and take actions to combat it we will see a decline in these attitudes despite the findings of the Ian and Mahoney article cited below which found that even with training, individual’s attitudes towards older adults remained unaffected.