

## **Leveraging Your Age as a Positive**

As a PGA Professional, you may be at the pinnacle of success in your golf career. However, when looking for new opportunities, some employers may perceive your age to be an issue. This could be based on misconceptions that older professionals may not be quite “up to speed”. So how can you counteract these misconceptions? The biggest key is to combat this thinking by being prepared.

Here are a few of the common employment barriers-

**“You are overqualified for this position”** –To combat this, stress your desire and commitment to the position and show how you are fully qualified as opposed to overqualified.

**“We are looking for a long-term employee”** - The employer might judge you in a negative light if he/she thinks you may not stay long. Here you need to reiterate your interest and desire for the job. Convince them of your serious intent for it.

**“Older employees cannot compete with the younger workers of today”** – Make sure to emphasize your maturity and judgment. Share the many assets that you bring to the job that a younger person may not have acquired- experience, skills, patience and a strong work ethic.

**“Older employees are rigid, not as adaptable and slow to learn”** – Dispel this stereotype by communicating your excellent work record and expressing a desire to learn. Highlight the new skills you have recently acquired, especially in technology. Focus on your willingness to change and adapt, to take on new challenges. Make sure to point out where you have taken the initiative to suggest change as a creative solution to a problem.

**“Mature employees increase costs to the employer”** – What most employers seek most include: saving time, money and adding value. Although healthcare premiums may be a bit higher for older employees, they are less likely to have dependents on their policy too. The positive attributes of mature employees, such as experience, good judgment, commitment to quality, reliable attendance and low turnover all contribute to productivity and have a positive effect on a facility’s bottom line.

Be prepared and confident that there will be a way to either overcome it or move around an employer’s barrier. Know what you bring to the table and put your emphasis there, as then your age can be viewed as a positive.