

Guiding Questions for "Stereotypes and the Older Worker" Article Analysis

Analyzing Source Credibility

1. Which of the following reasons below make this is a credible, or trustworthy article? Circle any that apply.
- a) The article is really long.
 - b) The article contains a lot of really hard words.
 - c) The article was published in a journal.
 - d) The article uses research results to back up the authors' main points.

Understanding Key Ideas

2. Which of the following are key ideas discussed in this article? Circle any that apply.
- a) In many companies, bosses and employees have negative views of older workers.
 - b) Older workers are fun, and they can help companies make a lot of money.
 - c) Older workers cost companies too much money, and they should be fired immediately.
 - d) Negative stereotypes of older workers can be harmful to employees and companies.
 - e) Companies should find ways to celebrate the contributions of older workers.

Comparing Texts with Similar Topics-

3. The following lines are from our anchor text *What Do We Do With A Variation*: "What do we do with a difference? Do we stand and discuss its oddity, or do we ignore it?". Using evidence from the article, explain how older workers are treated in the workplace. Are their differences discussed as being strange or odd, like the poem suggests, or are they just ignored?

they did not listen and they ignored them in the text it said that they weren't motivated and that they were not listening. they were not being treated good. they are like the younger workers yes and less motivated

Making Real World Connections

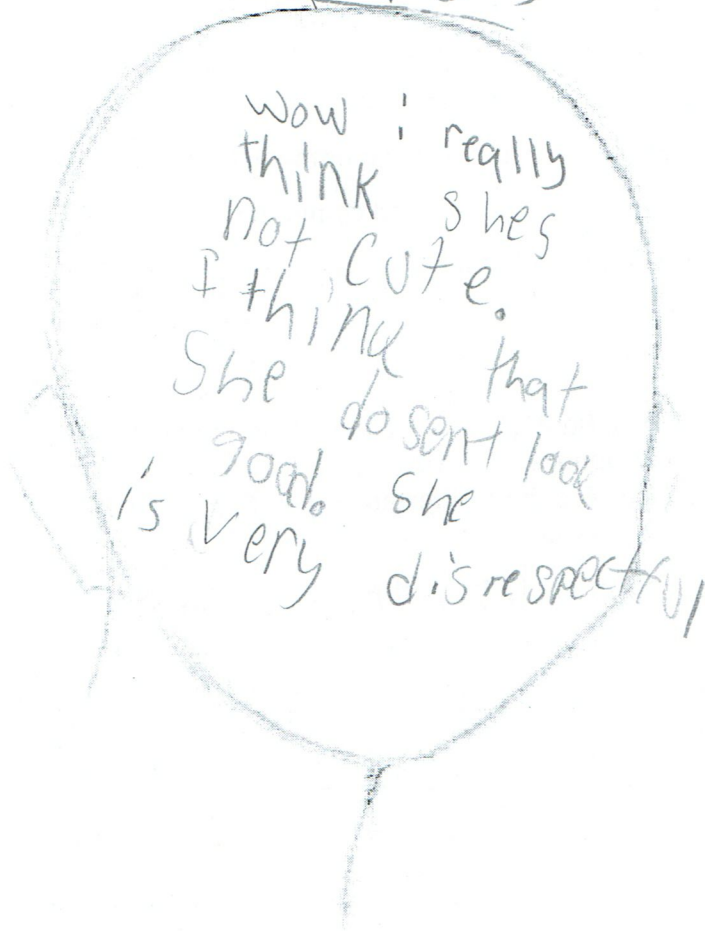
4. According to the article, what can happen if people have negative attitudes about older workers? Circle any that apply.

- a) Companies might hire a younger person applying for a job over an older one.
- b) Nothing bad will happen, because laws protect older employees.
- c) Companies could get sued for age discrimination if older employees are treated unfairly.
- d) The well-being and health of older workers is impacted negatively by these stereotypes.

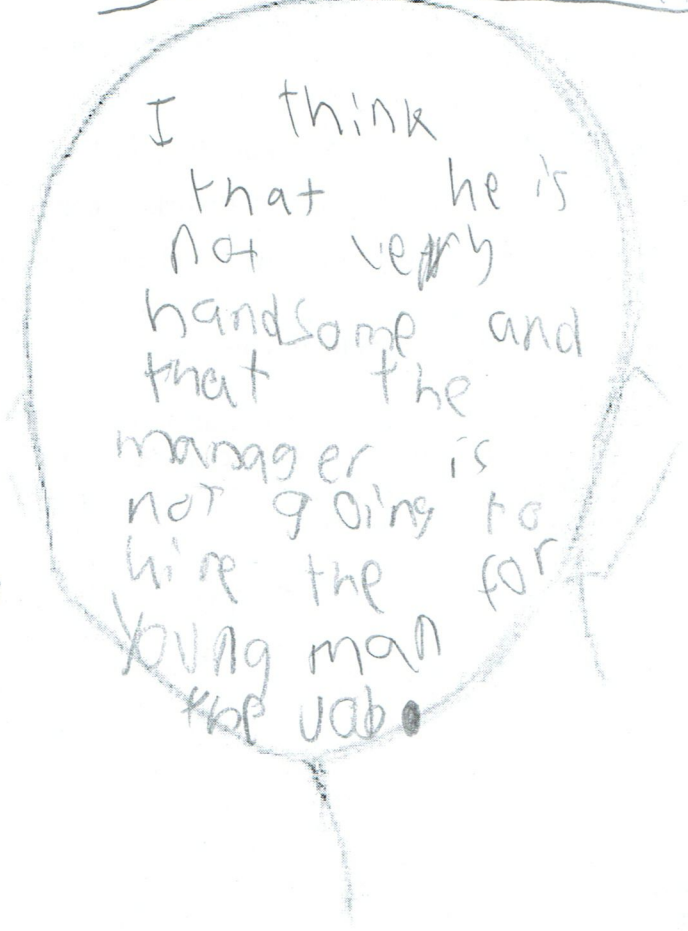
Thinking Critically & Creatively

5. Imagine the artist Octavio Ocampo is going to paint a new picture, but this time he is going to show his audience what is going on inside the heads of a young man and a young woman. Place words and/or pictures inside the heads below that accurately show what you believe young people today think about the most.

Bobbie Old guy



Cindy young woman



Discussion Point- What do you think an older person would say is on the minds young people today? Would the words and images be the same? Why or why not? Be able to defend your thinking.

NO it wouldn't be the same because people don't think the same thing.

Guiding Questions for "Stereotypes and the Older Worker" Article Analysis

Analyzing Source Credibility

1. Which of the following reasons below make this a credible, or trustworthy article? Circle any that apply.
- a) The article is really long.
 - b) The article contains a lot of really hard words.
 - c) The article was published in a journal.
 - d) The article uses research results to back up the authors' main points.

Understanding Key Ideas

2. Which of the following are key ideas discussed in this article? Circle any that apply.
- a) In many companies, bosses and employees have negative views of older workers.
 - b) Older workers are fun, and they can help companies make a lot of money.
 - c) Older workers cost companies too much money, and they should be fired immediately.
 - d) Negative stereotypes of older workers can be harmful to employees and companies.
 - e) Companies should find ways to celebrate the contributions of older workers.

Comparing Texts with Similar Topics-

3. The following lines are from our anchor text *What Do We Do With A Variation*: "What do we do with a difference? Do we stand and discuss its oddity, or do we ignore it?". Using evidence from the article, explain how older workers are treated in the workplace. Are their differences discussed as being strange or odd, like the poem suggests, or are they just ignored?

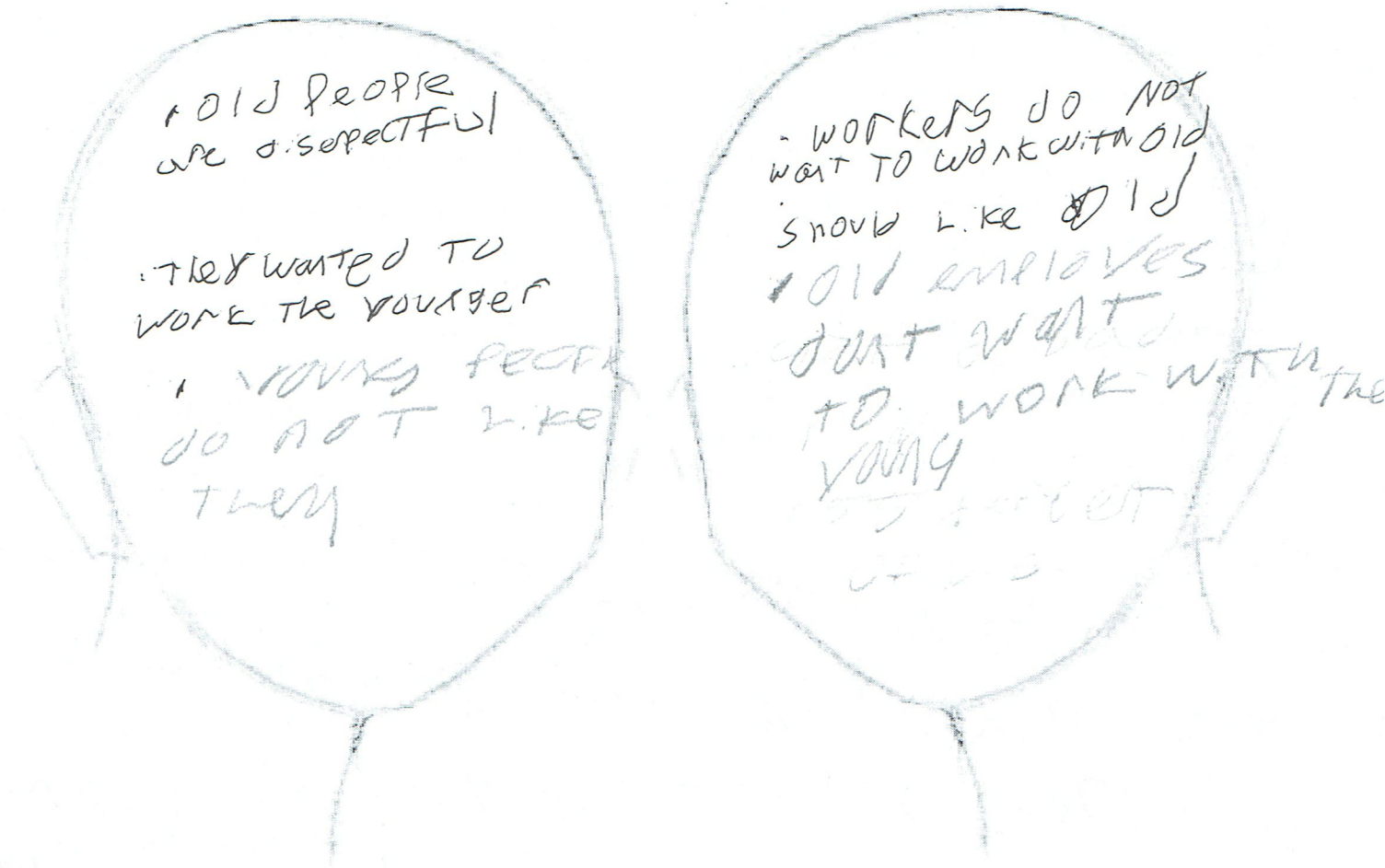
workers do NOT want to work with the old and we are going to ignore it. They working with younger workers and we should like older employees NOT mandated

Making Real World Connections

4. According to the article, what can happen if people have negative attitudes about older workers? Circle any that apply.
- a) Companies might hire a younger person applying for a job over an older one.
 - b) Nothing bad will happen, because laws protect older employees.
 - c) Companies could get sued for age discrimination if older employees are treated unfairly.
 - d) The well-being and health of older workers is impacted negatively by these stereotypes.

Thinking Critically & Creatively

5. Imagine the artist Octavio Ocampo is going to paint a new picture, but this time he is going to show his audience what is going on inside the heads of a young man and a young woman. Place words and/or pictures inside the heads below that accurately show what you believe young people today think about the most.



Discussion Point- What do you think an older person would say is on the minds young people today? Would the words and images be the same? Why or why not? Be able to defend your thinking.

NO BECAUSE THE OLD PERSON IS TAKING TO SAY ON THE PEOPLE FOR ALL OF THEM

Guiding Questions for "Stereotypes and the Older Worker" Article Analysis

Analyzing Source Credibility

1. Which of the following reasons below make this is a credible, or trustworthy article? Circle any that apply.
- a) The article is really long.
 - b) The article contains a lot of really hard words.
 - c) The article was published in a journal.
 - d) The article uses research results to back up the authors' main points.

Understanding Key Ideas

2. Which of the following are key ideas discussed in this article? Circle any that apply.
- a) In many companies, bosses and employees have negative views of older workers.
 - b) Older workers are fun, and they can help companies make a lot of money.
 - c) Older workers cost companies too much money, and they should be fired immediately.
 - d) Negative stereotypes of older workers can be harmful to employees and companies.
 - e) Companies should find ways to celebrate the contributions of older workers.

Comparing Texts with Similar Topics-

3. The following lines are from our anchor text *What Do We Do With A Variation*: "What do we do with a difference? Do we stand and discuss its oddity, or do we ignore it?". Using evidence from the article, explain how older workers are treated in the workplace. Are their differences discussed as being strange or odd, like the poem suggests, or are they just ignored?

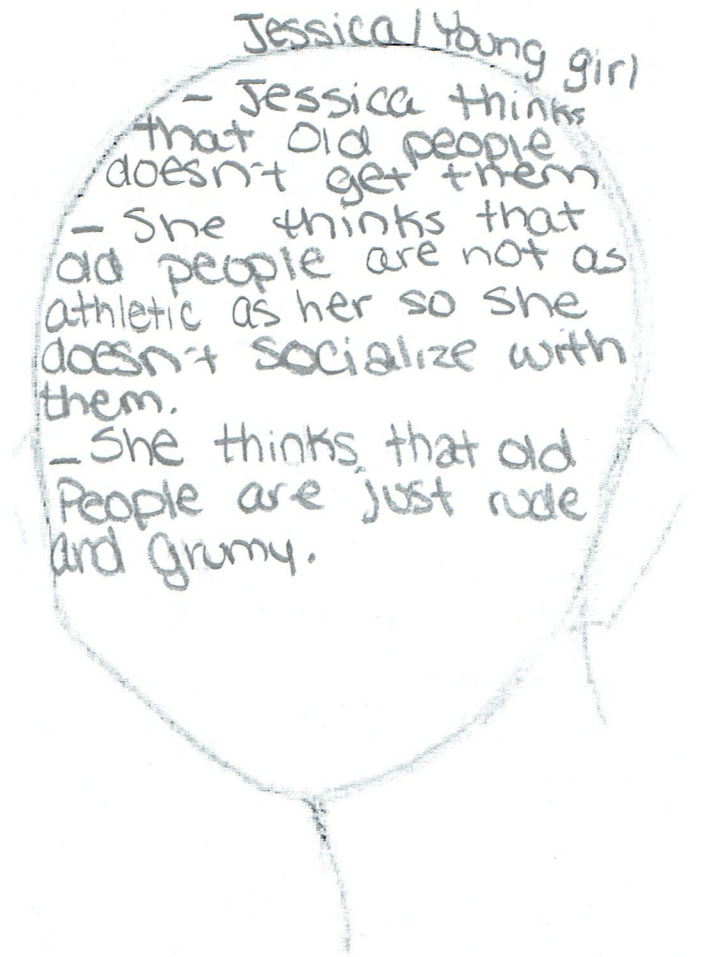
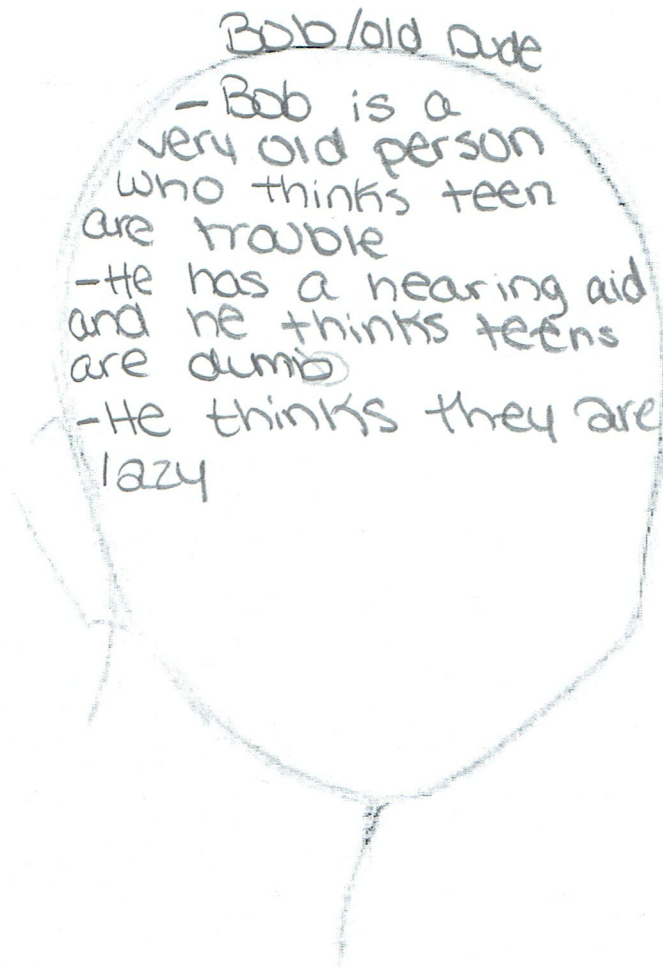
They didn't listen and they ignored them
 in the text it said, "that they weren't motivated
 and that they were not trusting. That when they
 got older they tend to slow down and not work
 and not get motivated anymore. They are
 favoriting some of the workers he is hiring.
 The manger is always taking sides with the younger
 People.

Making Real World Connections

4. According to the article, what can happen if people have negative attitudes about older workers? Circle any that apply.
- a) Companies might hire a younger person applying for a job over an older one.
 - b) Nothing bad will happen, because laws protect older employees.
 - c) Companies could get sued for age discrimination if older employees are treated unfairly.
 - d) The well-being and health of older workers is impacted negatively by these stereotypes.

Thinking Critically & Creatively

5. Imagine the artist Octavio Ocampo is going to paint a new picture, but this time he is going to show his audience what is going on inside the heads of a young man and a young woman. Place words and/or pictures inside the heads below that accurately show what you believe young people today think about the most.



Discussion Point- What do you think an older person would say is on the minds young people today? Would the words and images be the same? Why or why not? Be able to defend your thinking.

They problem think that teens are more on drugs now then it was back then. Then they are dropping out of school and they are slacking off of school and doing there homework.

Guiding Questions for "Stereotypes and the Older Worker" Article Analysis

Analyzing Source Credibility

1. Who wrote this article? Thomas W.H. and Daniel C. Feldman
- Where was this article published? Personnel Psychology
- When was this article published? November 2012

Do you think this is a credible source? What **evidence** from the text helps us determine if the information presented in this article is trustworthy?

This is a credible source because they did a lot of research about the topic and they state where published it. "In 2010, according to the U.S. Bureau. After searching several databases"

Understanding Key Ideas

2. In a few sentences summarize the key ideas presented by the authors of this text.

The older workers are discriminated by the young workers. This affects their outcome on how they act or work. They think that younger workers are better than older workers but they aren't.

Comparing Texts with Similar Topics- Choose ONE of the questions below to complete with your group.

3. Choice One= How do the key ideas discussed in "Stereotypes of the Older Worker" compare to the key ideas presented in "Mind the Gap"? Make sure to include **evidence** to support your thinking.

Choice Two= Which lines from our anchor text, "What Do We Do With A Variation," best illustrate how older workers are being treated in this article? Cite a specific line or two from the poem and explain how this relates to the article "Stereotypes of the Older Worker".

The lines are "Do we work for it to disappear" and "Let application acknowledge it" because many companies want younger workers. So they hoped for facts to support the younger workers being better than the old.

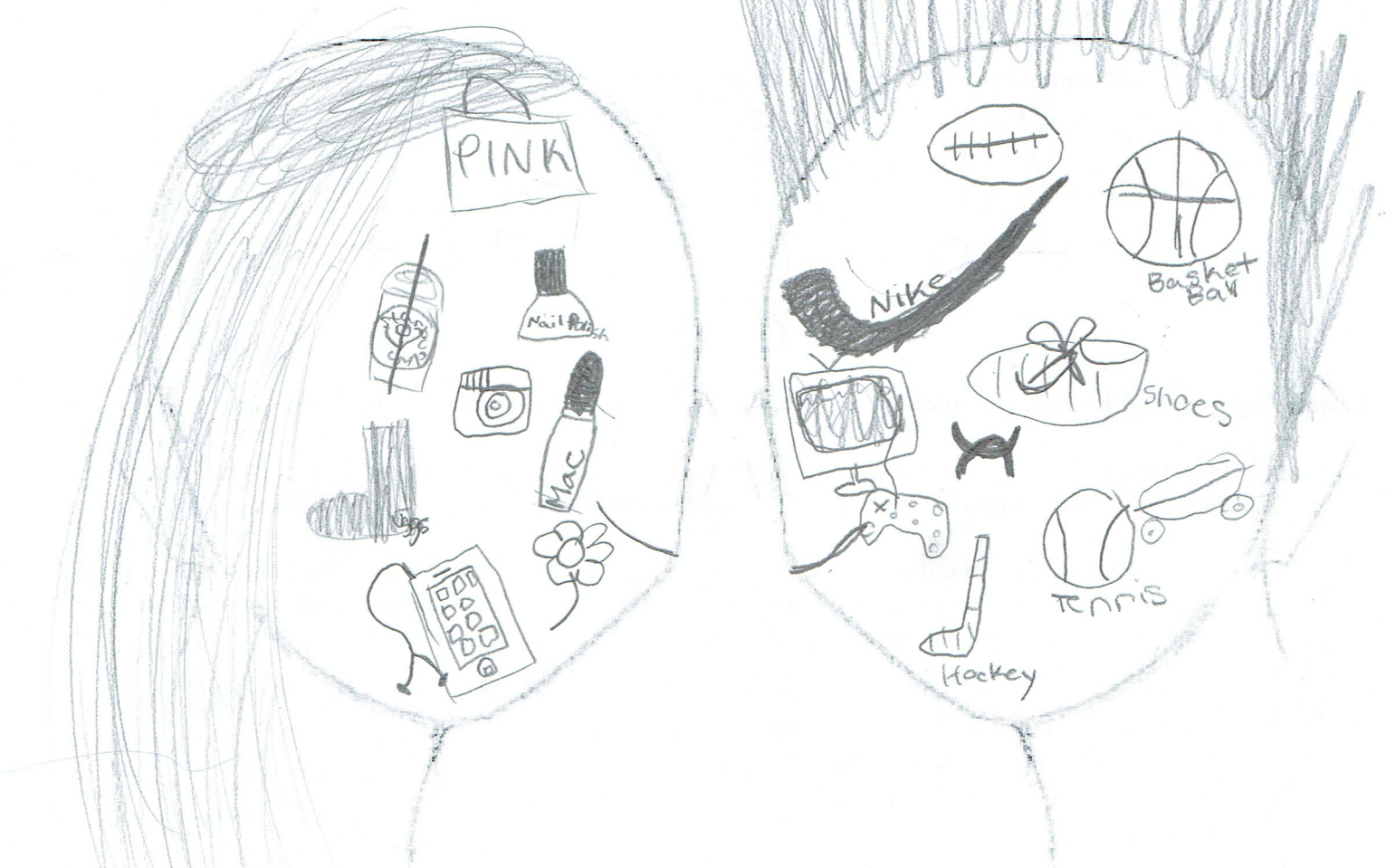
Making Real World Connections

4. Based on information presented in "Stereotypes and the Older Worker," why is it important to study the relationships between the young and the old?

Its important to study these relationships because if we didn't, a lot of older people would lose thier jobs. (Not doing)

Thinking Critically & Creatively

5. Imagine the artist Octavio Ocampo is going to paint a new picture, but this time he is going to show his audience what is going on inside the heads of a young man and a young woman. Place words and/or pictures inside the heads below that accurately show what you believe young people today have on their minds.



Discussion Point- What do you think an older person would say is on the minds young people today? Would the words and images be the same? Why or why not? Be able to defend your thinking.

Guiding Questions for "Stereotypes and the Older Worker" Article Analysis

Analyzing Source Credibility

1. Who wrote this article? Thomas W. H. Ng and Daniel C. Feldman
- Where was this article published? Personnel Psychology
- When was this article published? November 2012

Do you think this is a credible source? What **evidence** from the text helps us determine if the information presented in this article is trustworthy?

Yes because the authors studied at college/ university and there is evidence to back up what they say.

Understanding Key Ideas

2. In a few sentences summarize the key ideas presented by the authors of this text.

In this article older employees are getting judged by stereotypes. Even though the six stereotypes failed to give them the evidence they need based on studies.

Comparing Texts with Similar Topics- Choose ONE of the questions below to complete with your group.

3. Choice One= How do the key ideas discussed in "Stereotypes of the Older Worker" compare to the key ideas presented in "Mind the Gap"? Make sure to include **evidence** to support your thinking.

Choice Two= Which lines from our anchor text, "What Do We Do With A Variation," best illustrate how older workers are being treated in this article? Cite a specific line or two from the poem and explain how this relates to the article "Stereotypes of the Older Worker".

Choice One In "Mind the Gap" it is talking about how the older think that the young are disrespectful and rude where in "Stereotypes of the older worker" talks about how the young people judge the old on their working even though they are wrong.

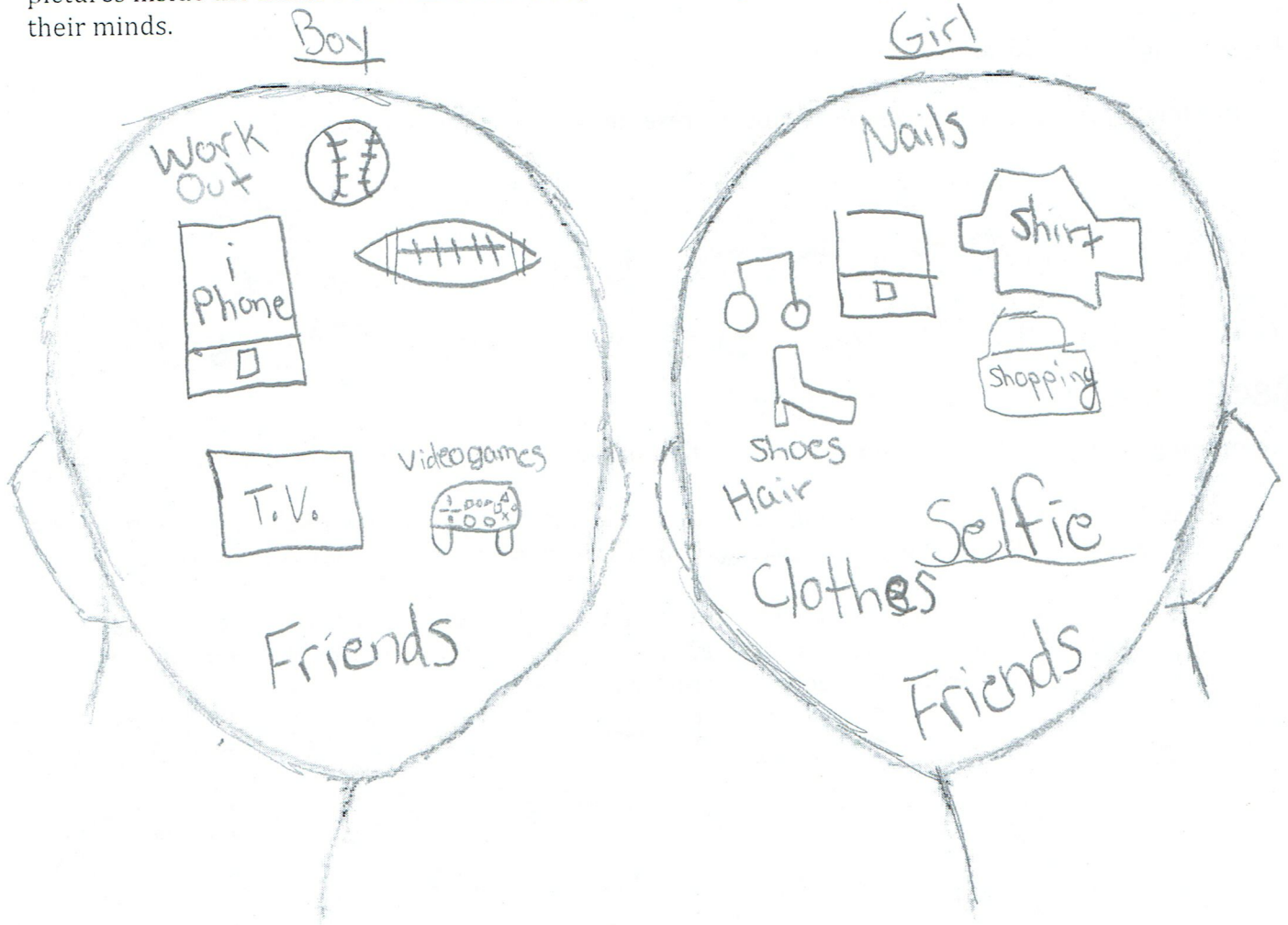
Making Real World Connections

4. Based on information presented in "Stereotypes and the Older Worker," why is it important to study the relationships between the young and the old?

Based on ~~stereotypes~~ evidence in "Stereotypes and the older worker" it is important to study the relationship between the young and the old because it is important to know those stereotypes and most of them are wrong because you should prove to the old or young that you aren't like the stereotypes.

Thinking Critically & Creatively

5. Imagine the artist Octavio Ocampo is going to paint a new picture, but this time he is going to show his audience what is going on inside the heads of a young man and a young woman. Place words and/or pictures inside the heads below that accurately show what you believe young people today have on their minds.



Discussion Point- What do you think an older person would say is on the minds young people today? Would the words and images be the same? Why or why not? Be able to defend your thinking.

Guiding Questions for "Stereotypes and the Older Worker" Article Analysis

Analyzing Source Credibility

1. Who wrote this article? Tomas W.H. and Daniel C. Feldman
- Where was this article published? Personal Psychology
- When was this article published? November 2012

Do you think this is a credible source? What **evidence** from the text helps us determine if the information presented in this article is trustworthy?

Yes, because of some of the really specific evidence that the text holds. Plus the authors are from ~~the~~ university's. Also the authors have run tests and surveys to come up with specific evidence.

Understanding Key Ideas

2. In a few sentences summarize the key ideas presented by the authors of this text.

A key idea of this text is that most stereotypes about older workers are false.

Comparing Texts with Similar Topics- Choose ONE of the questions below to complete with your group.

3. Choice One= How do the key ideas discussed in "Stereotypes of the Older Worker" compare to the key ideas presented in "Mind the Gap"? Make sure to include **evidence** to support your thinking.

Choice Two= Which lines from our anchor text, "What Do We Do With A Variation," best illustrate how older workers are being treated in this article? Cite a specific line or two from the poem and explain how this relates to the article "Stereotypes of the Older Worker".

One of the key ideas in stereotypes of the older worker and Mind the Gap connect because the key idea of the text is that older people are miss understood and in mind the gap the young and old misunderstood each other because they couldn't hear each other.

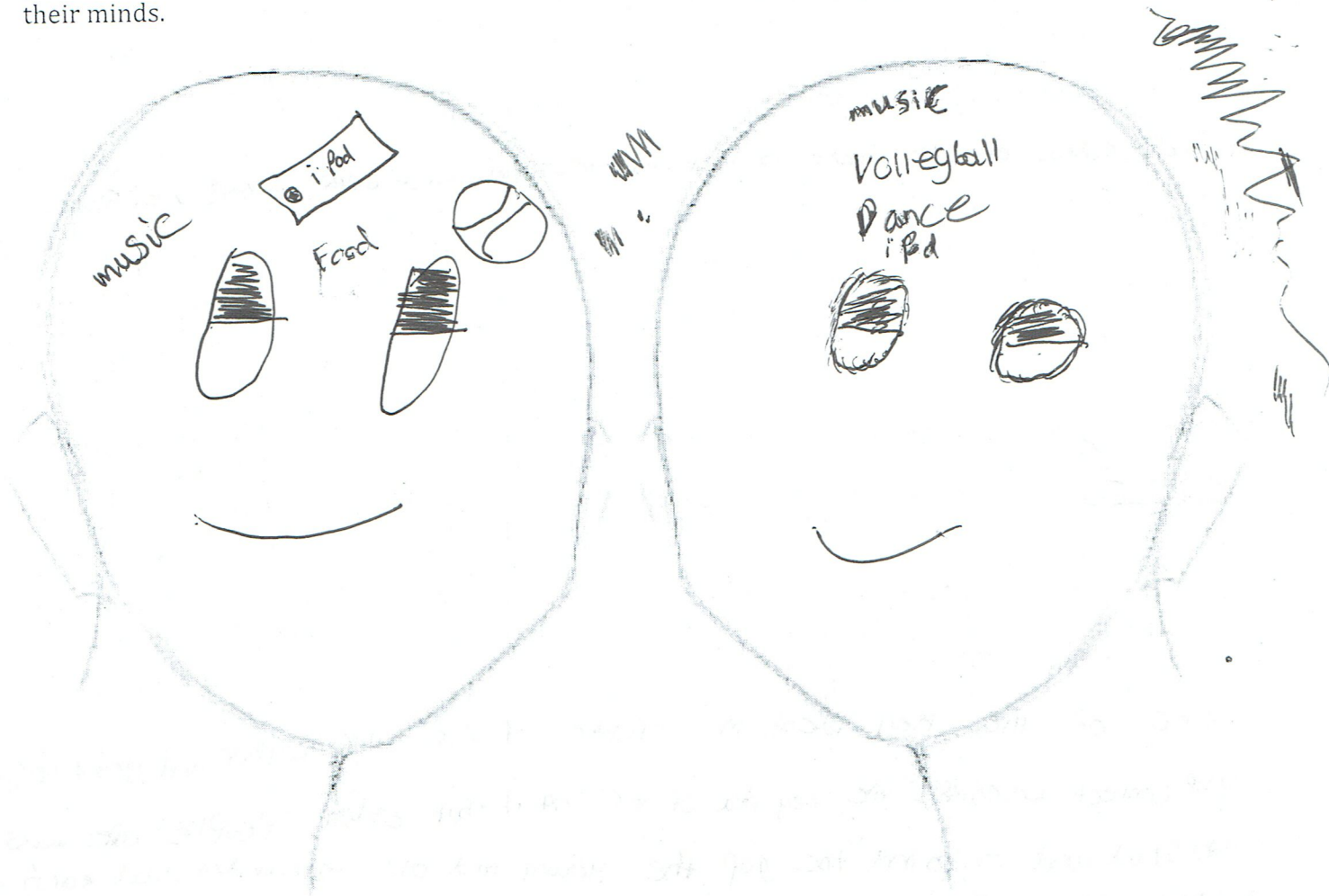
Making Real World Connections

4. Based on information presented in "Stereotypes and the Older Worker," why is it important to study the relationships between the young and the old?

It is important to study the relationship between the young and old because you might be able to fix a relationship that is bad

Thinking Critically & Creatively

5. Imagine the artist Octavio Ocampo is going to paint a new picture, but this time he is going to show his audience what is going on inside the heads of a young man and a young woman. Place words and/or pictures inside the heads below that accurately show what you believe young people today have on their minds.



Discussion Point- What do you think an older person would say is on the minds young people today? Would the words and images be the same? Why or why not? Be able to defend your thinking.

Guiding Questions for "Stereotypes and the Older Worker" Article Analysis

Analyzing Source Credibility

1. Who wrote this article? Thomas W.H + Daniel C. Feldman

Where was this article published? Personnel Psychology

When was this article published? November 2012

Do you think this is a credible source? What **evidence** from the text helps us determine if the information presented in this article is trustworthy?

I think this is credible because it states where the authors went to school, and random people aren't writing it,

the author's are actually educated and states the U.S. Bureau of Labor Statistics.

Understanding Key Ideas

2. In a few sentences summarize the key ideas presented by the authors of this text.

People shouldn't stereotype others because it's most likely going to be false. Managers should open jobs to all ages, and this could increase opportunities for all employees and can reduce negative stereotyping.

Comparing Texts with Similar Topics- Choose ONE of the questions below to complete with your group.

3. Choice One How do the key ideas discussed in "Stereotypes of the Older Worker" compare to the key ideas presented in "Mind the Gap"? Make sure to include **evidence** to support your thinking.

Choice Two= Which lines from our anchor text, "What Do We Do With A Variation," best illustrate how older workers are being treated in this article? Cite a specific line or two from the poem and explain how this relates to the article "Stereotypes of the Older Worker".

In "Mind the Gap" both were stereotyping each other because they thought they were both being ignored and didn't care about each other's stories but they just couldn't hear. In "Stereotypes of the Older Worker," the old were being stereotyped.

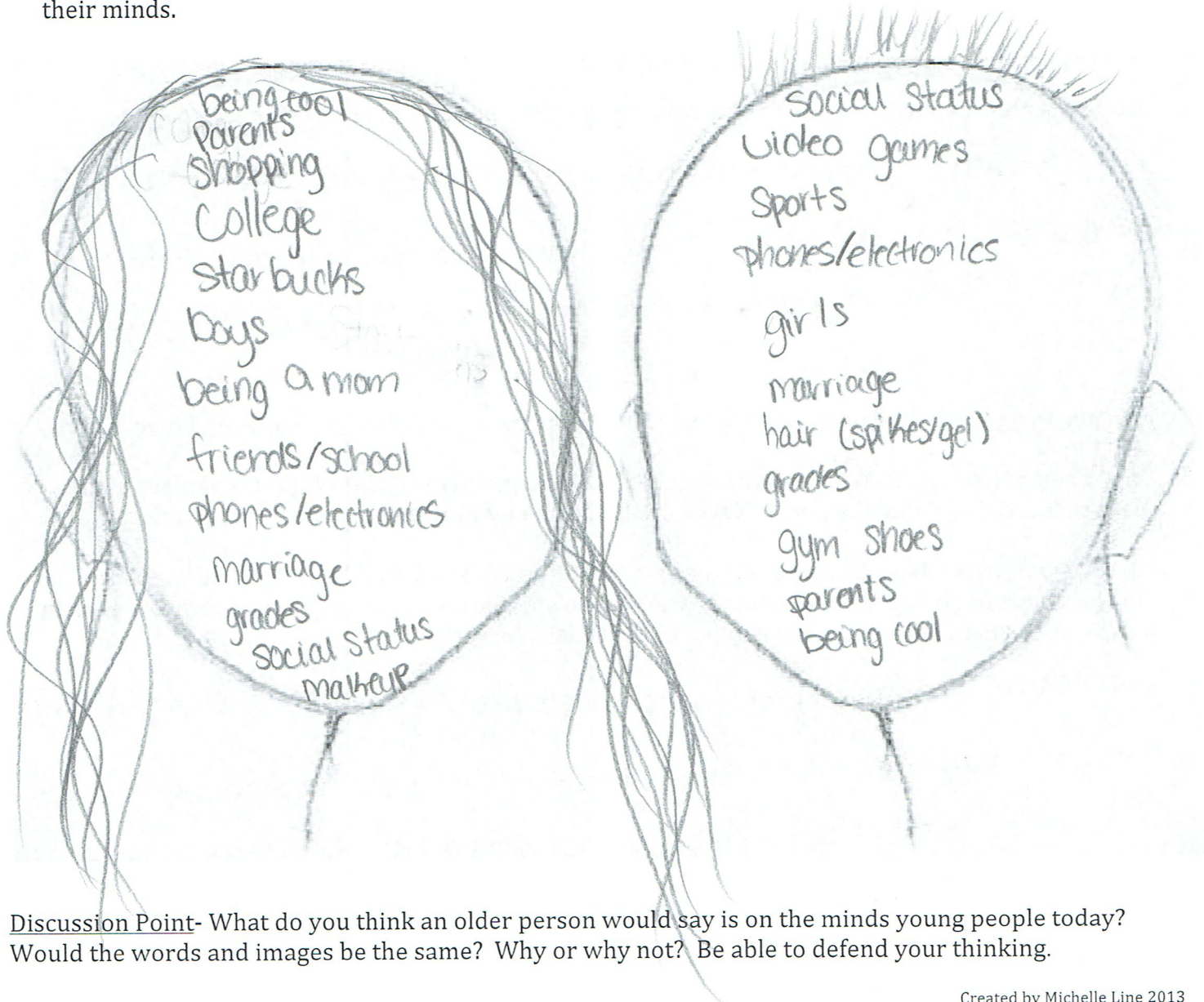
Making Real World Connections

4. Based on information presented in "Stereotypes and the Older Worker," why is it important to study the relationships between the young and the old?

We need to accept each other for who we are, and understand what other people might be going through.

Thinking Critically & Creatively

5. Imagine the artist Octavio Ocampo is going to paint a new picture, but this time he is going to show his audience what is going on inside the heads of a young man and a young woman. Place words and/or pictures inside the heads below that accurately show what you believe young people today have on their minds.



Discussion Point- What do you think an older person would say is on the minds young people today? Would the words and images be the same? Why or why not? Be able to defend your thinking.

Guiding Questions for "Stereotypes and the Older Worker" Article Analysis

Analyzing Source Credibility

1. Who wrote this article? Thomas W.H. Ng, Daniel C. Feldman
 Where was this article published? Personnel Psychology
 When was this article published? November 2012

Do you think this is a credible source? What **evidence** from the text helps us determine if the information presented in this article is trustworthy?

Yes, because it shows specific texts and studies done by authors. It also includes statistics about the issue. The Author says 42% of empirical studies have been found since 2005.

Understanding Key Ideas

2. In a few sentences summarize the key ideas presented by the authors of this text.

Over the years more old people have overcome the stereotypes and discrimination of age.

Comparing Texts with Similar Topics- Choose ONE of the questions below to complete with your group.

3. **Choice One**= How do the key ideas discussed in "Stereotypes of the Older Worker" compare to the key ideas presented in "Mind the Gap"? Make sure to include **evidence** to support your thinking.

Choice Two= Which lines from our anchor text, "What Do We Do With A Variation," best illustrate how older workers are being treated in this article? Cite a specific line or two from the poem and explain how this relates to the article "Stereotypes of the Older Worker".

In "Mind the Gap" the younger person just assumed that the older person is ignoring him. And in "stereotypes of the older worker" young people treat the older as lesser people. "facing age discrimination" this means the the older workers are treated unfairly bc of their age but also they're not communicating which leads to misunderstanding.

Making Real World Connections

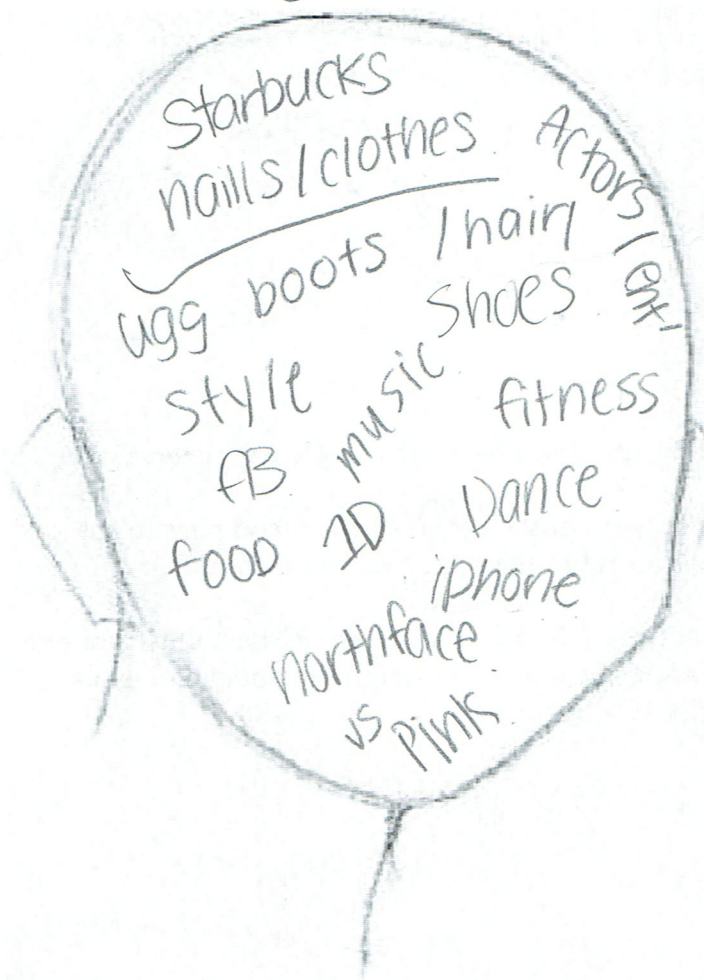
4. Based on information presented in "Stereotypes and the Older Worker," why is it important to study the relationships between the young and the old?

It is important because generations have changed and people now act differently now than back then. Also young and old people should now be able to communicate with each other.

Thinking Critically & Creatively

5. Imagine the artist Octavio Ocampo is going to paint a new picture, but this time he is going to show his audience what is going on inside the heads of a young man and a young woman. Place words and/or pictures inside the heads below that accurately show what you believe young people today have on their minds.

Girl



Boy



Discussion Point- What do you think an older person would say is on the minds young people today? Would the words and images be the same? Why or why not? Be able to defend your thinking.

Guiding Questions for "Stereotypes and the Older Worker" Article Analysis

Analyzing Source Credibility

1. Who wrote this article? Thomas W.H Ng (University of Hong Kong), Daniel C. Feldman
- Where was this article published? Personnel Psychology (University of Georgia)
- When was this article published? November 2012

Do you think this is a credible source? What **evidence** from the text helps us determine if the information presented in this article is trustworthy?

I think this is a credible source because it had to be approved by someone official, and it uses examples from universities.

Understanding Key Ideas

2. In a few sentences summarize the key ideas presented by the authors of this text.

This article is saying how a lot of people make negative stereotypes about older people and how it is affecting the elders' jobs. It is affecting them because many employers tend to choose young workers rather than old workers with experience. Elders are also retiring earlier from jobs. They also tend to become more useless as they become older.

Comparing Texts with Similar Topics- Choose ONE of the questions below to complete with your group.

3. Choice One= How do the key ideas discussed in "Stereotypes of the Older Worker" compare to the key ideas presented in "Mind the Gap"? Make sure to include **evidence** to support your thinking.

Choice Two= Which lines from our anchor text, "What Do We Do With A Variation," best illustrate how older workers are being treated in this article? Cite a specific line or two from the poem and explain how this relates to the article "Stereotypes of the Older Worker".

1. It relates because in Mind the Gap, the younger person looks at the old person rudely, without actually knowing him, and in this article a lot of the employers reject older people looking for jobs even though they have past experience. It shows how both of the young people in these texts judge elders. (negative stereotypes)

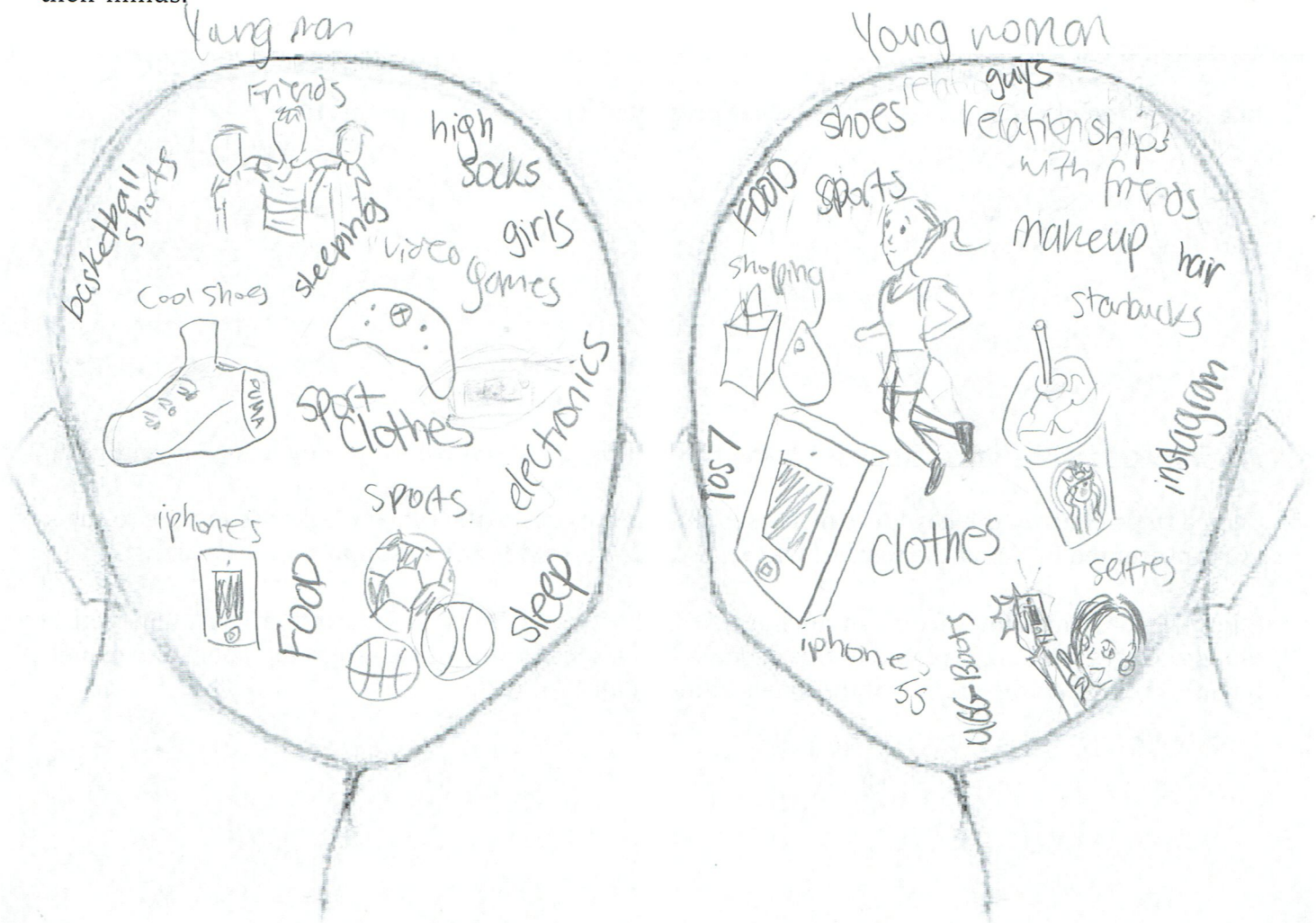
Making Real World Connections

4. Based on information presented in "Stereotypes and the Older Worker," why is it important to study the relationships between the young and the old?

It is important to study the relationships between the young and old because the young tend to judge the older people even though they don't really know them.

Thinking Critically & Creatively

5. Imagine the artist Octavio Ocampo is going to paint a new picture, but this time he is going to show his audience what is going on inside the heads of a young man and a young woman. Place words and/or pictures inside the heads below that accurately show what you believe young people today have on their minds.



Discussion Point- What do you think an older person would say is on the minds young people today? Would the words and images be the same? Why or why not? Be able to defend your thinking.

Guiding Questions for "Stereotypes and the Older Worker" Article Analysis

Analyzing Source Credibility

1. Who wrote this article? Thomas W.H. Ng and Daniel C. Feldman
- Where was this article published? Journal & Online
- When was this article published? November 2012

Do you think this is a credible source? What **evidence** from the text helps us determine if the information presented in this article is trustworthy?

Yes because it had many details and had good research done, with all the test numbers and percents.

Understanding Key Ideas

2. In a few sentences summarize the key ideas presented by the authors of this text.

In this article it's talking about how people and managers stereotype older workers. They say how some workers can be less motivated, not reliable, etc. The article says managers should accept older people and try that approach.

Comparing Texts with Similar Topics- Choose ONE of the questions below to complete with your group.

3. Choice One= How do the key ideas discussed in "Stereotypes of the Older Worker" compare to the key ideas presented in "Mind the Gap"? Make sure to include **evidence** to support your thinking.

Choice Two= Which lines from our anchor text, "What Do We Do With A Variation," best illustrate how older workers are being treated in this article? Cite a specific line or two from the poem and explain how this relates to the article "Stereotypes of the Older Worker".

"Do we pass it stealthily or change route away from it?" I put this quote because young people don't want anything to do with the old so they stay away from them and don't accept them.

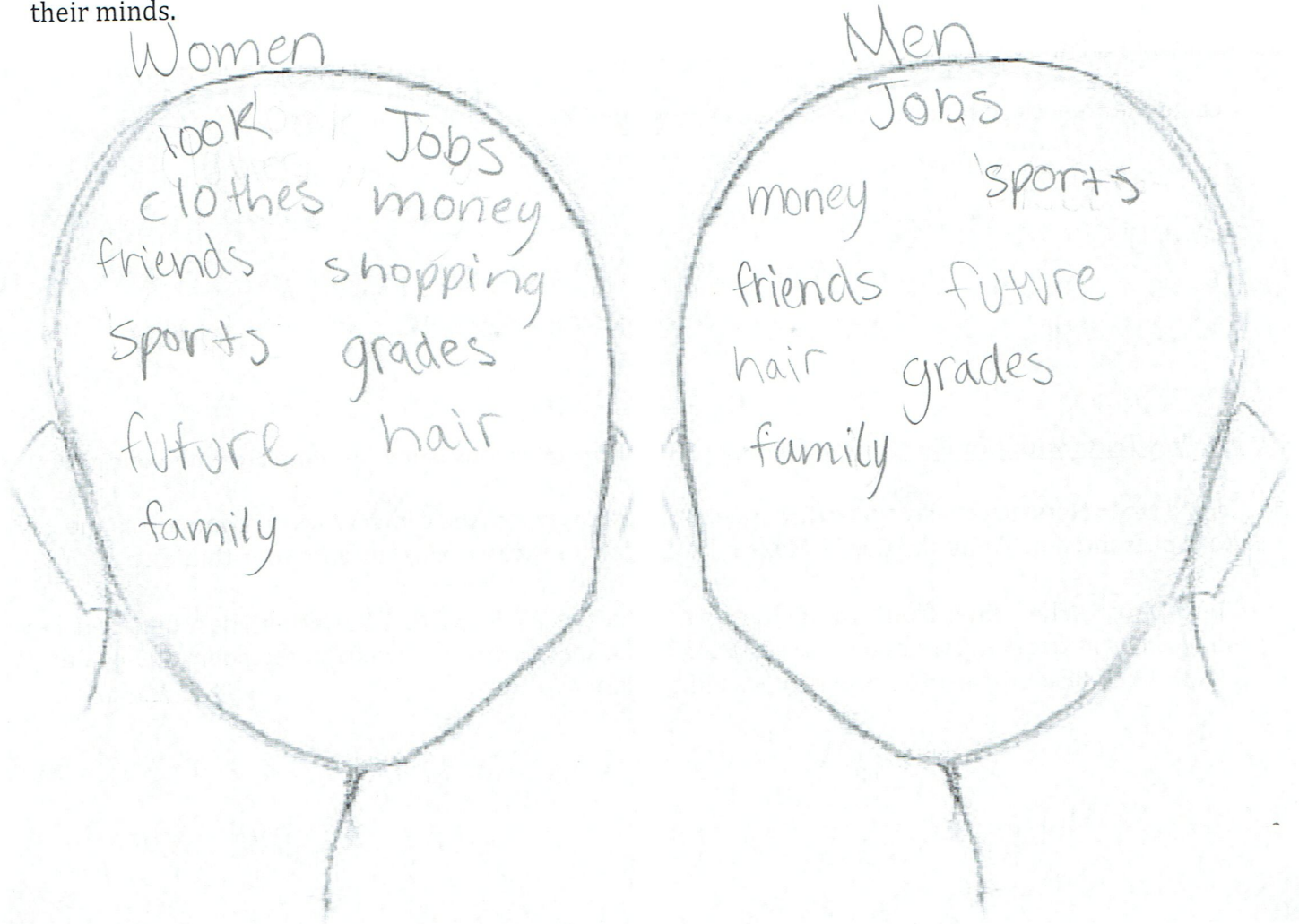
Making Real World Connections

4. Based on information presented in "Stereotypes and the Older Worker," why is it important to study the relationships between the young and the old?

It's important to study relationships between the young and the old to see how they work together and to figure out how they are different from one another.

Thinking Critically & Creatively

5. Imagine the artist Octavio Ocampo is going to paint a new picture, but this time he is going to show his audience what is going on inside the heads of a young man and a young woman. Place words and/or pictures inside the heads below that accurately show what you believe young people today have on their minds.



Discussion Point- What do you think an older person would say is on the minds young people today? Would the words and images be the same? Why or why not? Be able to defend your thinking.