

# Age Bias Self-Assessment

HOW FAIR AND AGE-INCLUSIVE IS YOUR HIRING PROCESS?

ANSWER YES OR NO TO THE 20 QUESTIONS BELOW

## Job Ads & Role Requirements

1. Do you use terms like “entry level”, “boomer”, or “young and energetic” in job ads?
2. Do you often include a maximum number of years of experience (e.g. “3-5 years only”)?
3. Do your ads highlight benefits that primarily appeal to younger workers (e.g. ping pong tables, social drinks)?
4. Do you assume older candidates may lack the tech skills needed for the role?
5. Do you skip reviewing job ads to check for age-biased language?

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## Sourcing & Screening

1. Do you rely solely on digital job boards instead of mixing in local or community-based sources to broaden your candidate pool?
2. Have you ever discounted a candidate based on their date of birth?
3. Do you judge career gaps differently depending on the candidate’s age?
4. Do you assume older candidates will be overqualified or too expensive?
5. Have you removed candidates from the process because they didn’t “seem like a culture fit” due to their age?

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## Interviews

1. Do you tailor your tone, energy, or questioning style based on perceived age?
2. Do you worry an older candidate might not “keep up with the pace”?
3. Do you only discuss career development or progression with younger candidates?
4. Have you ever assumed someone won’t stay long in the role because of their age?
5. Do you skip interview training that includes how to spot and avoid age bias?

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## Decision-Making

1. Do you factor in age when thinking about long-term “fit” on the team?
2. Do hiring decisions happen without using a structured scoring system or clear criteria?
3. Do you hesitate to challenge age-biased comments or decisions during the hiring process?
4. Do you tend to overlook older candidates for developmental roles or internal promotions?
5. Do you tend to trust “gut feel” more than interview performance or data?

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## How Did You Score

### 0-5 Yes Answers

✔ You're on the right track

You've built in some solid inclusive hiring habits. Just be sure to keep checking for unintentional bias, especially in sourcing and screening stages.

### 6-10 Yes Answers

⚠ There's room to improve

Some age-related bias might be slipping through. Revisit your job ads, sourcing methods, and interview processes to ensure all candidates are being fairly considered.

### 11-15 Yes Answers

⚡ You could be limiting your talent pool

Age bias may be affecting your decision-making more than you realise. Consider structured interview scoring, inclusive language checks, and more age-diverse sourcing strategies.

### 16-20 Yes Answers

🔴 High risk of age bias in your hiring process

This level of bias could be putting your business at risk legally and culturally. A full audit of your hiring practices is recommended, along with training to reset unconscious habits.