

Being spoken to in a way which indicates you don't understand something because you're older.

**Be mindful of
compassionate ageism,
a well intentioned but
paternalistic mindset,
where older people are
portrayed as vulnerable
and requiring protection.**

Assuming older members of the pharmacy team are 'past it' or 'over the hill' resulting in not being taken seriously or passed over for job progression or development opportunities.

Limiting the number of opportunities for younger pharmacy team members to contribute to decision making in the workplace.

Gendered ageism
- Men with grey hair and wrinkles are seen as distinguished, wise and experienced, whereas grey hair and wrinkles are considered to make women look unattractive in many cultures.

**Being dismissed
by someone for
not having enough
experience if you're a
younger member of
the pharmacy team.**

Being spoken to in a way which indicates you don't understand something because you're older.

Assuming older members of the pharmacy team have a lower competence or are not as innovative in coming up with new creative ideas.

Not offering younger staff members the development opportunities as 'it's not their turn yet'.

Self-limiting behaviour which can stem from internalised stereotypes about what a person of a given age can do or be

Having workplace policies that unfairly privilege one age group over another

Not asking for your input into work or a project and not taking their contributions seriously due to the fact they are perceived to be too young and not have enough experience.

Being spoken to in a way which indicates you don't understand because you're younger and don't have enough experience.

Organising events which leave older people out of company social events and activities.

Feeling like
you're being
pushed out of a job
because you're older
and you're made to feel
you need to make room
for younger members
of the team.

Expecting older members of the pharmacy team to be 'warmer' and 'soft'.

Making assumptions that older pharmacy members of staff are less competent or less capable of learning new skills, set in their ways and don't have tech skills.

As a younger person if you're interested in going for more senior roles you have to prove yourself more than your older colleagues, demonstrating your experiences and outcomes.

As a younger person, when you're applying for a senior role you may be overlooked for the opportunity because 'you still have time to get there and you need to wait your turn'.

Patronizing behaviour used to interact with older and younger members of the pharmacy team.

Assuming only older pharmacy members of staff will have poorer health, disabilities or caring responsibilities.

There is an assumption that you're not entitled to take time off for family commitments because you don't have young kids at home.

Younger adults with a disability may be treated with disrespect because they are violating the cultural norm of able-bodiedness, whereas their older counterparts may be treated with support and empathy.