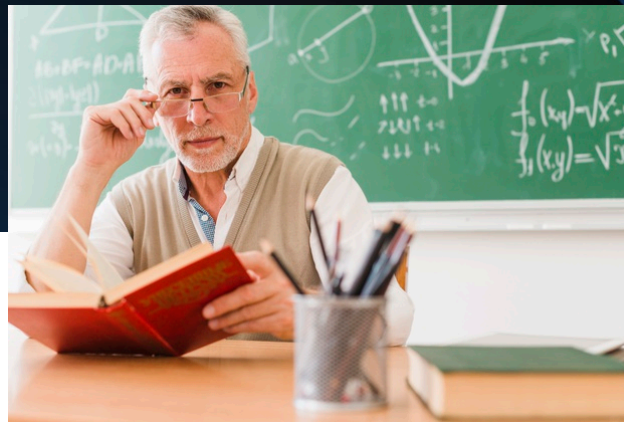




VACCINATION



AGEISM AT SCHOOL?

LET US BREAK THE BARRIERS AND...

VACCINATE!

PRESENTED BY: ESTELLE DE WIT

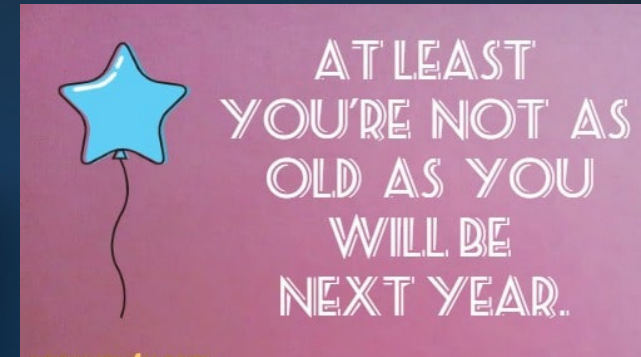
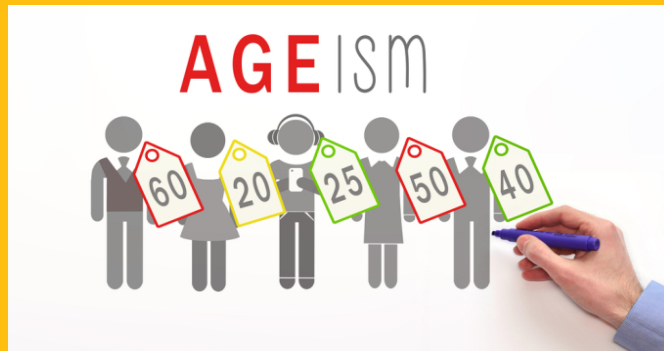
DATE: 7 JULY 2021

SAOU

DIE VERANDERING IN ONDERWYS
THE CHANGE IN EDUCATION

WHAT IS “**AGEISM**”?

- ✓ Commonly known as Age Discrimination of a group of people because of their age.
- ✓ Most commonly known ageism remarks are to the young and old.



VERIFY: MILLENIALS VERSUS BABY BOOMERS

Millenials (1980 – 1994)

- ✓ Ambitious but value family life
- ✓ Not afraid to ask questions and to question authority
- ✓ Want meaningful work and have a solid learning curve
- ✓ Work well in teams – wants to be included and involved
- ✓ Prefer short, casual sessions to strategise and brainstorm
- ✓ Use technology to facilitate quick communication and coordinating (tech-savvy) – relationship tool - prefer e-mail to face-to-face
- ✓ Eager for support, positive reinforcement and feedback



VERIFY: MILLENIALS VERSUS BABY BOOMERS

Baby Boomers (1946 – 1964)

- ✓ Established in positions of power and authority
- ✓ Have high work ethic – expect others to have that too - relish long work weeks
- ✓ Independent ; self-reliant ; goal oriented
- ✓ Competitive in workplace –work with hierarchal structures
- ✓ Value formal meetings and formal meeting spaces to organise, communicate and get work accomplished - achievement
- ✓ Struggle to keep firm line between work and home
- ✓ Have experience – define themselves by professional accomplishments



YOU ARE YOUNG BUT **ACCEPT THE CHALLENGE!**

- ✓ Overcome your insecurities – YOU were chosen for the job!
- ✓ Act normally – don't apologise for your position
- ✓ Ask older employees for advice based on their experience
- ✓ Appearances matter:
- ✓ carry yourself like a professional
- ✓ dress appropriately
- ✓ Avoid "ammunition" - online presence



CHOOSE RELATIONSHIPS!

- ✓ Choose to be graceful and humble
- ✓ Choose to say less – “chop” arrogance (source of stillness, calm and reason)
- ✓ “Can” assumptions
- ✓ Create a safe space where others feel comfortable
- ✓ Cultivate open lines of communication
- ✓ Can you be honest? (Vulnerable)



COMMUNICATE!

- ✓ Communicate confidently
- ✓ Communicate in a clear and precise way
- ✓ Share your leadership style
- ✓ Share what you expect from team
- ✓ Can make mistakes
- ✓ Watch the clock! (late evening/early morning)



UNOAS

INSTEAD OF INSTRUCTING – **INCLUDE AND IMPLEMENT** **AFTER INPUT**



- ✓ Avoid being authoritative – validate experience
- ✓ Don't demand / command
- ✓ Become part of the team
- ✓ Blend new ways with current ones
- ✓ Respect other ideas and ideals
- ✓ Be flexible ; embrace differences
- ✓ Resist intimidation



NAVIGATE NON-STOP & NOTABLY

- ✓ Stand firm but show respect
- ✓ Nobody is there to serve you personally
- ✓ Need to motivate and inspire
- ✓ New norm: gratitude your attitude
- ✓ Non-negotiable: Knowledge is key – up-skill
- ✓ Remember why YOU are the leader
- ✓ Notice - what can I do to help?



SΔOU

OLDER WITH GREY HAIR? **AMIAABLE ATTITUDE!**

- ✓ Avoid Assumptions
- ✓ Assist – to learn and grow
- ✓ Be open to change
- ✓ Don't restrain – release!
- ✓ Ask for reverse mentoring

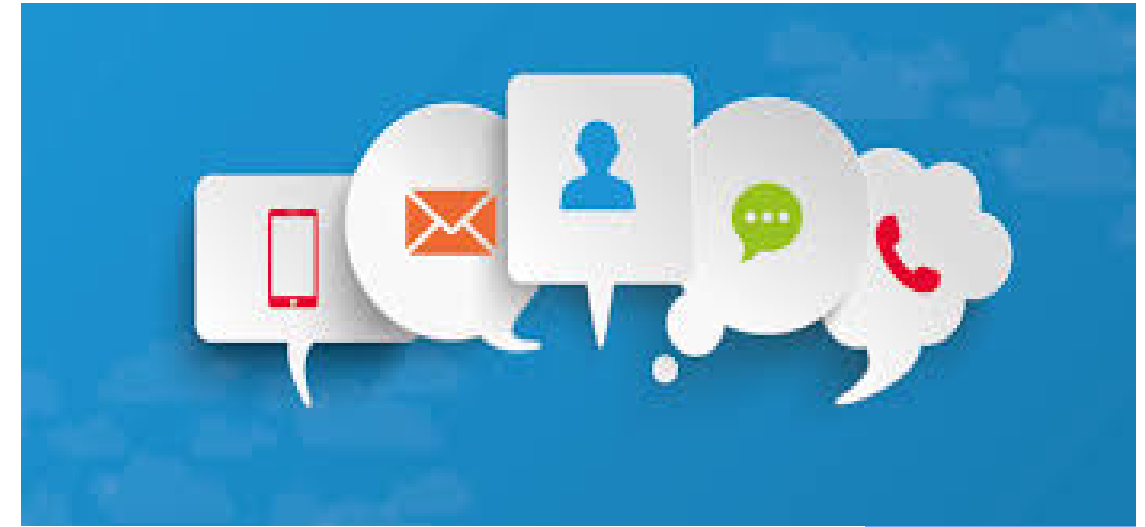


A positive
attitude will
lead to positive
outcomes.

UNIVERSITY

TURN OF MIND – TECHNOLOGY IS THE KEY!

- ✓ Teachable spirit
- ✓ E-mail / texting / Google
- ✓ Maximise social media
Facebook / Instagram / twitter



SAOU

EMBRACE AND ENGAGE!

- ✓ Share expertise; experience
- ✓ Be helpful and advise
- ✓ Young – benefit from wisdom
- ✓ Stop self-deprecating jokes

SHARE engage

The word 'SHARE' is in large, bold, red capital letters, with four hands visible at the bottom holding it up. The word 'engage' is in a smaller, red, lowercase font. A green hand cursor icon is pointing at the 'e' in 'engage'.

HERD-IMMUNITY

Ageism is beliefs we
have about people
because of their age.
Change your filters.

#ExposeAgeism



**"YOU ARE NEVER
TOO OLD TO SET
ANOTHER GOAL OR
TO DREAM A NEW
DREAM"**

C.S. LEWIS

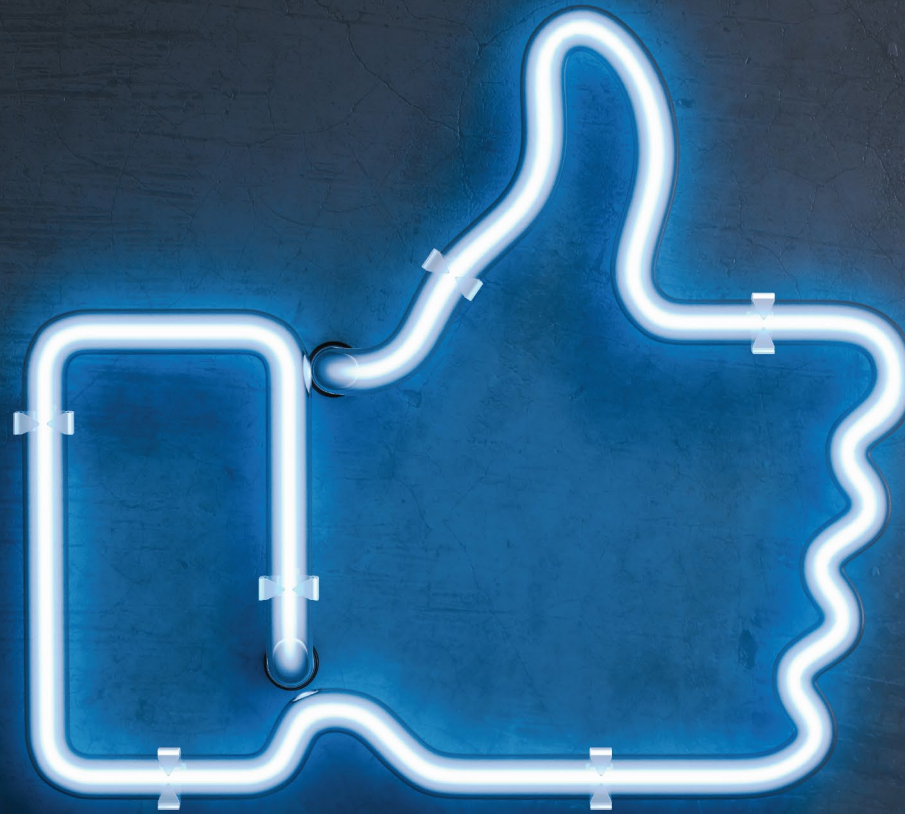
***"The Youth Can Walk
Faster but the Elder
Knows the Road."***

-African Proverb

I consider myself a crayon,
I might not be your favorite color
but one day you'll need me to
complete your picture.
-Savannah Highnote

SAOU

SAOU



012 033 1333



saou@saou.co.za



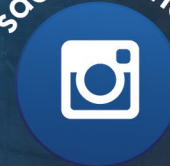
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