**Mature Job Seekers Quiz**

Directions:

Answer **true** or **false** to the following statements. Be as honest with yourself as you can.

1. I think it’s important to include all my years of work history on my resume to showcase my breadth of knowledge and experience. True or False
2. I strategically try to position myself in the job market to avoid being labeled, as overqualified. True or False
3. I believe my strength and value to prospective employers lie in my years of experience in my industry/profession. True or False
4. I truly believe that while some age discrimination exists, the right attitude can quickly change misconceptions about older workers. True or False
5. I have significant industry history and knowledge from my years of working and I make sure hiring managers are aware of it. True or False
6. I realize that I am competing with job-seekers of all ages and abilities and I have to outshine the competition to get the interview or job offer. True or False
7. I need only one resume—as long as it is a good one—for all of my job-hunting applications. True or False
8. I understand I may know more about the job/industry/profession than the hiring manager – but the interview is not the place for a power trip or to make the manager feel inadequate. True or False
9. With all of my years of experience, I feel I should be treated with a higher degree of respect than younger candidates. True or False
10. I may have slowed a bit with age, but I make sure I am well-rested and energetic for the job interview. True or False
11. I react bitterly when prospective employers tell me I am overqualified—because I know they really mean too old. True or False
12. I apply for all job openings that I am qualified for—although I tend to focus on organizations that have a reputation for valuing mature workers. True or False
13. I expect to face ageism and discrimination in the job-search process.True or False
14. I have heard many of the myths about mature workers and thus go into every interview more than prepared to dispel them if necessary. True or False
15. I feel that my age and standing should mean something on the job market and I have no interest in employers; who do not see it my way. True or False
16. When job-hunting, I use a combination of traditional job-search tools along with a strong online component. True or False
17. I sometimes like to test these younger hiring managers; who may be good at managing, but really don’t know the work like us old-timers. True or False
18. I understand the power of personal and business relationships in providing job leads that I would otherwise never find. True or False
19. I won’t fake my way through an interview pretending I had as much energy and enthusiasm, as I did when I was younger. True or False
20. I understand that if I am obtaining interviews, but having no success in achieving job offers that there may be something wrong or missing about my interviewing style.

True or False

1. I apply for all job openings that I am qualified for –even with companies that have a reputation for preferring younger workers over older workers. True or False
2. I recognize the balance of showcasing my expertise and years of experience (compared to younger applicants) versus appearing too old or over-the-hill by listing my entire work history. True or False
3. I have heard many of the myths about mature workers and I think any employer, who believes them, is just dumb and misinformed. True or False
4. I realize my value to prospective employers is that I can produce the same expertise and results for a new employer, as I have with my previous employers. True or False
5. I know job-hunting has changed a bit over the years, but I prefer the traditional methods over all these online and social media techniques. True or False
6. While I am quick to mention the depth of my knowledge, I stress that I am still a fast learner and open to learning new technologies and processes. True or False
7. I have such a long and rich track record in my profession/industry, that I should not have to ask people to help me find a new job. True or False
8. I understand the importance of tailoring and modifying my resume to fit specific prospective employers and job opportunities. True or False
9. At my age and with all my experience and years of job interviewing, I know what works for me and what doesn’t. True or False
10. I realize that all job applicants should be treated equally and that I do not deserve any special treatment because of my age or work history. True or False

**Mature Job Seekers Quiz Scoring**

As you probably realized at some point in taking the quiz, the odd-numbered statements are the negative characteristics of some older job-seekers, while the even-numbered statements reflect the more positive elements of successful mature job seekers.

For the **odd-numbered** statements, give yourself (negative) -5 points for every true response and +1 point for every false response.

For the **even-numbered** statements, give yourself +5 points for every true response and (negative) -1 point for every false response.

60-90 points – Excellent. You may be a mature worker, but you are not letting age affect any part of your job-search. Good for you, you are a hot commodity!

30-59 points – Good. You are probably having some success in the job market, but you could have even greater success by tweaking a few of your perceptions or behaviors, focusing less on your age and more on your benefits to prospective employers.

0-29 points – Average. You are letting your age or maturity play too great a role in how you portray yourself on the job market. It may be time for some coaching to overcome some of these age-related issues.

Under 0 points –Old Dog. You are way to focused on your age—whether too concerned about being perceived as overqualified, too worried about dealing with younger hiring managers or simply too stuck in the old ways of doing things. You must make drastic changes to your perceptions and job-search strategies to see any kind of success on the job market.

Source: [www.quintecareers.com](http://www.quintcareers.com)

Note: These materials have been developed and adapted from a range of sources for the purpose of the Bruce County Job Search Club.