

## TOO OLD? — NOT!

President Ronald Reagan had a great quotation he used when people were questioning his ability, due to his age, to run for a second term in office. He said:

"I want you to know that, also, I will not make age an issue of this campaign. I am not going to exploit, for political purposes, my opponent's youth and inexperience." - during a 1984 presidential debate with Walter Mondale

I have talked with several people of late who were concerned their age was against them when getting a job. Well, if they believe it, it is. It will show in their approach, their demeanor, and in what they say.

In three cases this past month, none of them are 'old', they all look great, have great energy, and have great skills. They all have a lot to offer.

Often we talk of 'work ethic' and the premise that those over fifty have a 'work ethic'. That's true, but it also does not mean that the young do not. Those over fifty grew up in an era when one worked for a company and stayed longer with that one company than many do today.

Some would say there was more loyalty years ago. That works both ways, from the employee and the company. All that matters is the organization that you are working with and for now.

Present yourself with pride. Pride of who you are, what you have done, and the skills you can bring to the table. Offer a ninety day trial period. Meaning, if they measure up to your expectations you'll stay. OK, if you don't measure up to theirs, they can let you go, also. If there are skills needed that you don't have, offer to learn them, on your own time and own effort.

Tell them how long you want to work. If you are looking for five years tell them. That may well be longer than someone else might work.

You may have been let go. Many people have been. It may have been due to business conditions or as simple as you not getting along with your new boss. Who is to say that boss was right? It didn't work. Remember, Steve Jobs was fired from the company he created and by the board he put in place.

We are all self employed. We may rent ourselves out to one employer, but we are still self employed. We can come or go.

If you are looking for a job, stop and reflect on what you'd love to do. Not what you have always done, not what's safe, but what would stir your soul, what would make you jump out of bed in the morning. Perhaps, being without a job is the best thing that has ever happened. It may spur you to the action, to the change you have always wanted but been afraid to do. If so, now's the time. Now's the time to change. Now's the time to do what YOU want to do.