Survey to employees

Section I. Identification

- Country (please indicate the country where you are working at the moment)
  Clique ou toque aqui para introduzir texto.

- Age
  - Less than 35
  - 35 to 44
  - 45 to 54
  - 55 to 64
  - More than 65

- Gender
  - Male
  - Female
  - Non-binary
  - Prefer not to say

- Role in your organization
  - Employee
  - Employer/Director/Manager

- In which type of institution do you currently work?
  - Not for profit
  - For profit (private)
  - Public

- Years of work experience
  - Less than 5 years
  - 6 to 10 years
  - 11 to 20 years
  - 21 to 30 years
  - More than 31 years

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Section II. Cognitive level (Stereotypes)

1. Do you think that there are stereotypes associated with age today at work?
   - ○ Yes
   - ○ No

   If Yes: Can you please specify? Clique ou toque aqui para introduzir texto.

2. To what extent do you agree with the following statements?
   (1 = Strongly disagree, 5 = Strongly agree)
   - ○ Older workers are often underestimated in terms of their abilities
     - • 1 • 3 • 5
     - • 2 • 4
   - ○ Older workers are less adaptable to new technologies
     - • 1 • 3 • 5
     - • 2 • 4
   - ○ Older workers are less productive than younger workers
     - • 1 • 3 • 5
     - • 2 • 4
   - ○ Older workers are more reliable than younger workers
     - • 1 • 3 • 5
     - • 2 • 4
   - ○ Older workers have better problem-solving skills due to experience
     - • 1 • 3 • 5
     - • 2 • 4
   - ○ Society values older workers
     - • 1 • 3 • 5
     - • 2 • 4

3. Do you think that stereotypes about older workers affect their chances of being hired or promoted?
   - ○ Yes
   - ○ No
   - ○ Not sure

   If Yes: Can you please specify? Clique ou toque aqui para introduzir texto.

4. Do you think the media plays a role in perpetuating stereotypes associated with older people?
   - ○ Yes
   - ○ No

5. How frequently do you discuss ageism at your workplace?
   - ○ Never ○ Occasionally ○ Very frequently
   - ○ Rarely ○ Frequently

6. How frequently do you discuss ageism in your social circle?

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- ○ Never
- ○ Rarely
- ○ Occasionally
- ○ Frequently
- ○ Very frequently

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Section III. Emotional level (Prejudice)

7. How comfortable do you feel working with colleagues who are from a different generation than you?
(1 = Very uncomfortable, 5 = Very comfortable)
   - 1
   - 2
   - 3
   - 4
   - 5

8. Have you ever felt that your age was a factor in how you were treated by colleagues?
   - Yes
   - No
   - Not sure

   If Yes: Can you please specify? Clique ou toque aqui para introduzir texto.

9. Have you ever felt that your age was a factor in how you were treated by supervisors?
   - Yes
   - No
   - Not sure
   - Not applicable

   If Yes: Can you please specify? Clique ou toque aqui para introduzir texto.

10. How comfortable do you feel discussing age-related concerns with your colleagues?
   - Very uncomfortable
   - Somewhat uncomfortable
   - Neutral
   - Somewhat comfortable
   - Very comfortable

11. How comfortable do you feel discussing age-related concerns with your supervisors?
   - Very uncomfortable
   - Somewhat uncomfortable
   - Neutral
   - Somewhat comfortable
   - Very comfortable

12. To what extent do you agree with the following statements?
(1 = Strongly disagree, 5 = Strongly agree)
   - I feel valued at work regardless of my age
     - 1
     - 2
     - 3
     - 4
     - 5
   - I believe that my age has negatively impacted my career progression
     - 1
     - 2
     - 3
     - 4
     - 5
   - My workplace promotes an inclusive culture for all ages
     - 1
     - 2
     - 3
     - 4
     - 5

13. To what extent do you agree with the following statements about yourself?
(1 = Strongly disagree, 5 = Strongly agree)
   - I sometimes feel too old to learn new skills
     - 1
     - 2
     - 3

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- 4
- 5

- I worry that my age will negatively impact my career
  - 1
  - 2
  - 3
  - 4
  - 5
- I believe my age brings valuable experience to my role.
  - 1
  - 2
  - 3
  - 4
  - 5

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Section IV. Behavioural level (Discrimination)

14. Do you feel that age discrimination is an issue in your workplace?
    - Yes
    - No

15. Have you ever witnessed or experienced age-based discrimination at your workplace? (multiple choice)
    - Witnessed age-based discrimination against older workers.
    - Experienced age-based discrimination as an older worker.
    - None of the above

    a) (If selected any of the options, besides none, on the previous question) In what forms did it occur? ((Please select as many options as desired)
    - Biased comments or tasteless jokes about age
    - Exclusion from projects or teams
    - Exclusion from training programs
    - Denial of promotions or opportunities
    - Unequal workload distribution
    - During the hiring process
    - In training or professional development opportunities
    - In performance evaluations
    - In layoffs or termination decisions
    - Other (please specify) Clique ou toque aqui para introduzir texto.

16. Does your workplace have any initiatives to help older workers?
    - Yes
    - No
    - Not sure

- Can you please detail?
  Clique ou toque aqui para introduzir texto.

    a) How effective are the initiatives?
    (1 = Not effective, 5 = Very effective)
    - 1
    - 2
    - 3
    - 4
    - 5

17. Does your workplace have any policies to help older workers?
    - Yes
    - No
    - Not sure

- Can you please detail?
  Clique ou toque aqui para introduzir texto.

    b) How effective are the policies?
    (1 = Not effective, 5 = Very effective)
    - 1
    - 2
    - 3
    - 4
    - 5

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Section V. Institutional ageism

18. To what extent do you agree with the following statements?

(1 = Strongly disagree, 5 = Strongly agree)

- My current employer has clear policies against ageism
  - 1
  - 2
  - 3
  - 4
  - 5
- Training on age diversity and inclusion is provided regularly
  - 1
  - 2
  - 3
  - 4
  - 5
- Age diversity is actively promoted in hiring and promotion processes
  - 1
  - 2
  - 3
  - 4
  - 5
- Age diversity is a value of the organisational culture.
  - 1
  - 2
  - 3
  - 4
  - 5
- My current employer strives to maintain a diverse workforce
  - 1
  - 2
  - 3
  - 4
  - 5
- Internal language that perpetuates ageist stereotypes or generational finger-pointing is actively reprehended
  - 1
  - 2
  - 3
  - 4
  - 5

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Section VI. Interpersonal ageism

19. How often do you engage with colleagues of different age groups in the following settings?
(1 = Never, 5 = Always)
    - Team projects
        - 1
        - 2
        - 3
        - 4
        - 5
    - Mentoring or coaching sessions
        - 1
        - 2
        - 3
        - 4
        - 5
    - Social events
        - 1
        - 2
        - 3
        - 4
        - 5

20. What is your perception about interpersonal relationships between different age groups in your company?
(1 = Very negative, 5 = Very positive)
    - 1
    - 2
    - 3
    - 4
    - 5

    a) Can you please explain your rating?

    Clique ou toque aqui para introduzir texto.

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Section VII. Impact on well-being and productivity

21. How has ageism affected your job satisfaction?
(1 = Not at all, 5 = Significantly)

- 1
- 2
- 3
- 4
- 5

a) Can you please explain your rating?

Clique ou toque aqui para introduzir texto.

22. How has ageism affected your productivity?
(1 = Not at all, 5 = Significantly)

- 1
- 2
- 3
- 4
- 5

a) Can you please explain your rating?

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Section VIII. Additional comments

23. Do you know or are you aware of any practices that could help combat ageism?
    - Yes
    - No

    a) If Yes: Can you please describe?Clique ou toque aqui para introduzir texto.

The SNAW project will be consulting with older adults to design a digital training programme addressing ageism in the workplace. If you would like to be invited for further activities in relation to SNAW, such as giving feedback on educational material, please leave your e-mail in the box below and we will be happy to contact you in the near future.

Our warmest thanks!

The SNAW Consortium

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