

## Questionnaire to assess cooperation among age-diverse workforces

- 1: No, it does not apply at all
- 2: Rarely applies
- 3: It applies to some extent
- 4: Frequently applies
- 5: Yes, it always applies

### 1. Communication and attitude

1. Does the organisation value and respect the opinions of all age groups?
2. Do older employees share their experience and knowledge with younger colleagues?
3. Do younger employees feel free to express their ideas and innovative approaches?
4. Is there an open and respectful communication between different generations?

### 2. Learning and knowledge sharing

5. Does the organisation make conscious use of the knowledge and experience of older workers?
6. Are younger employees given sufficient opportunities to share their technological skills and ideas?
7. Do colleagues encourage each other to learn from new perspectives and working styles?
8. Are training and development opportunities offered equally to all age groups?

### 3. Division of tasks and responsibilities

9. Are tasks and responsibilities allocated fairly, taking into account everyone's strengths and skills?
10. Is the experience of older staff being used in strategic tasks?
11. Are younger staff given the opportunity to take on responsibilities and develop leadership skills?

### 4. Team dynamics and trust

12. Is there trust between older and younger generations in the organisation?
13. Do all age groups feel that their contributions are valued equally?
14. In the event of conflict, is there a focus on finding solutions from different perspectives?
15. Do team members feel that they can be the best version of themselves, regardless of age?

### 5. Working style and flexibility

16. Does the choice of working methods allow all age groups to carry out their tasks effectively?

17. Are technological solutions presented in a way that takes into account the needs of both younger and older workers?
18. Does the team take into account the different working styles of different age groups, for example by adapting to differences in working pace and communication styles?

## 6. Job satisfaction and involvement

19. Do all age groups feel they have the opportunity to progress in their careers?
20. Does the organisation foster an inclusive and cohesive work culture in which everyone plays an important role?

## Interpretation of the results

**85-100 points:** Very good cooperation - there is a strong diversity of ages and cooperation in the team.

**65-84 points:** Good cooperation - some areas for improvement.

**45-64 points:** Average cooperation - more attention is needed in terms of diversity and cooperation.

**Below 45 points:** Needs significant improvement - the team needs to focus on strengthening age diversity and cooperation.

After completing the questionnaire, be sure to schedule meetings with employees of different ages and ask for more information during the interview. By combining the two, you'll definitely get some good ideas on how to better engage your age-diverse workforce for the right purpose in the future!

Good luck!

*The questionnaire has been prepared by consultant Ûlle Pind in cooperation with a Chat GPT assistant. The questionnaire is based on 25+ years of practical experience in the field and the challenges of implementing age diversity as highlighted in various studies. The questionnaire is not scientifically proven, but if answered, it will provide useful input into the current state of age inclusion in an organisation or team.*