## ACE

* **Acknowledge** your older employee’s experience and the value they bring to the team. Older employees may feel as if they are no longer valuable because of their age. Show them you value them by reflecting on their achievements and contributions to the team.
* **Caring** for your older employee comes in many ways. Become interested with their personal life or hobbies. Take note of special things that took place in their lives. Show interest in their family and listen to them when they talk and mirror back what they have said to show you were listening.
* **Exchange ideas** ask for input from your older employee on issues and demonstrate that you value their opinions and solutions. Implement good ideas and give them recognition. When you implement their ideas, your older employee will be more willing to take in your ideas. Create a give-and-take environment between you and your older employee.

Notes

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