



Age Savvy

Hello!

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Today's Agenda

- Check ourselves
- Introductions
- The latest on aging
 - Development
 - Neurology
 - Brain changes
 - Personality Changes
- Ageism
- Overview of DPL's Older Adult Services

Let's Share!

Please put in the chat the words that you associate with the word "old."

The negative view of “aging” and “old”

- Declining
- Forgetful
- Weak
- Out of touch
- Sad
- Depressing
- Rigid
- Closed minded
- Slow
- Disabled
- Ugly
- Unattractive
- Pathetic
- Silly
- Dried up
- Grumpy
- Vulnerable
- Socially conservative
- Bad at tech
- Unable to learn
- Not interested in new things
- Clueless





Let's Share!

Please put in the chat:

- Your age
- Something hard about being your age

Let's Share!

Please put in the chat:

- Your age
- Something wonderful about being your age





Carl Jung's Afternoon of Life

“

The afternoon of life is just as full of meaning as the morning; only, its meaning and purpose are different.

– Carl Jung



Gene Cohen's Developmental Stages of Aging

Four Stages of Maturity

I. MIDLIFE REEVALUATION (mid-30s to mid-60s)

A time of quest, not crisis. A search for truth and meaning. Openness to life's complexities. Stronger sense of self.



M

II. LIBERATION (late 50s to late 70s)

A time of experimentation and innovation. A push toward liberation and not compliance. Innovation and risk taking.

L

Time of review and resolution. A desire to give back. What is the meaning of my life?

III. SUMMING UP (late 60s through 80s)

S

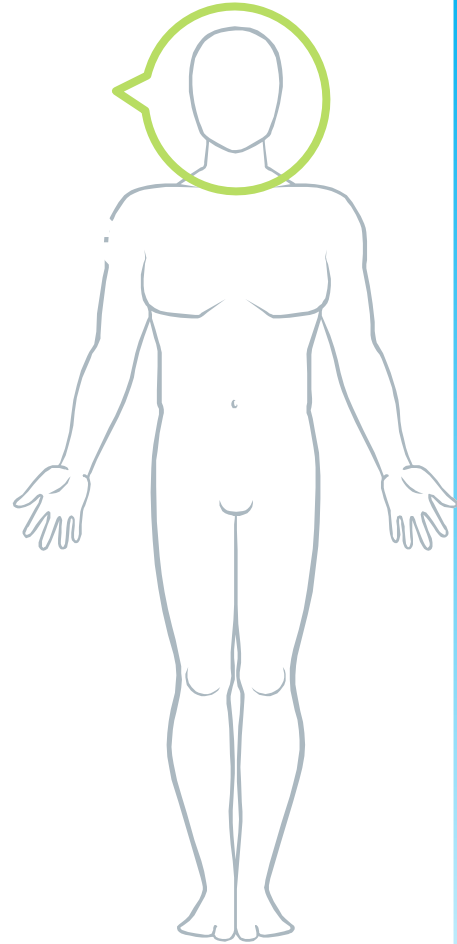
Reflection and celebration. Learning continues along with experience and wisdom.

IV. ENCORE (late 70s to end of life)

E

Developmental Intelligence

Advanced thinking that is not possible in our youth. It is a deepening of wisdom, judgment, perspective, and vision.



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Some of life's most precious
gifts can *only* be acquired with
age.

– Gene Cohen

Neuro- plasticity

The brain's ability to change and adapt throughout our entire lifespan



Creative Aging

Awakening human potential in the second half of life.



Changes in the brain as we age

- The brain's emotional circuitry becomes more balanced
- The limbic system grows calmer
- The architectural circuitry becomes more complex
- Young people use one hemisphere or the other; older people use both at the same time

New research on emotions as we age:

- Older adults experience stronger desires than younger adults
- Older adults are better at resisting these desires
- Older people tend to have more positive emotions and fewer negative ones
- Older people are more emotionally stable
- Older people tend to be happier
- Older people are better able to be present

New research on personality as we age:

- People tend to become more conscientious and agreeable and less neurotic
- The dark triad of personality traits – narcissism, machiavellianism, and psychopathy – go down
- We develop into more altruistic and trusting individuals
- We develop a better sense of humor
- People tend to be nicer and more socially adaptive



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The stereotype of older people
as grumpy and curmudgeonly
needs some revision.

Ageism

Prejudice or discrimination against people based on age. It typically applies to older people but can also affect young people. Ageism negatively impacts physical and mental health and is linked to earlier decline and death.

A person in a wheelchair is seen from behind, sitting on a sandy beach and looking out at the ocean. The person's arms are outstretched. The background shows waves breaking on the shore under a clear sky. The entire image is overlaid with a semi-transparent blue rectangle.

“

**Ageism is prejudice against our
feared future self.**

The self-inflicted harm of ageism:

- If you have negative feelings toward older people in general, you are more likely to struggle with negative feelings toward your own aging.
- If you have negative feelings about your own aging, you are less likely to age in a healthy and happy way.

Types of Ageism

CULTURAL

The everyday, invisible, and profoundly ingrained and normalized negative messages about old people embedded in movies, TV, songs, jokes, etc.

INTERNALIZED

How we feel about ourselves as aging people.
Older adults discriminating against and marginalizing other older adults.

BENEVOLENT

Patronizing, paternalistic beliefs that older people need to be protected and taken care of by younger people.

IMPLICIT

Attitudes, feelings, and behaviors toward people of other age groups that operate without conscious awareness.



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Americans have been socialized to understand the problems and pathology of old age. What they do not understand is the great potential for activity, happiness, and wellness throughout long life.

Poll

Have you ever been the victim of ageism because you are younger?

Have you been the victim of ageism because you are older?

Prevalence of Ageism:

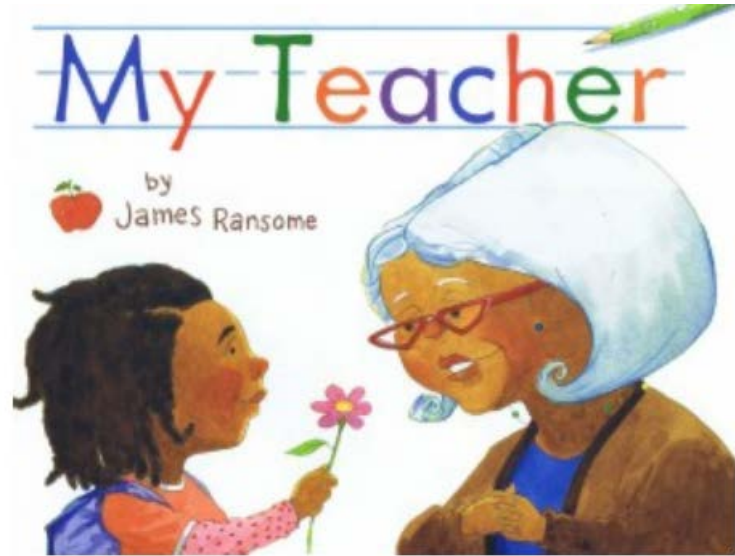
- 93 percent of folks said they experienced ageism in their day-to-day lives (Allen et al)
- 93 percent said workplace age discrimination is common (AARP)
- 56 percent of folks in their 50s are pushed out of the workplace or laid off (Urban Institute)
- 38 percent of hiring managers admit to reviewing resumes with age bias (Resume Builder)


Things to Know About Ageism:

- It intersects with and compounds other forms of bias
- Ageist beliefs are internalized at a young age
- Ageism has a real impact on our health
- Ageism in American medicine is a matter of life and death
- Ageism hurts us on the job
- Ageism decreases our financial security

Children and Ageism:

- Children as young as three express ageist ideas and attitudes
- Children are anxious and scared about their own aging journey
- In picture books, older people are portrayed as sad, sick, lonely, grumpy, and forgetful





A book may be sensitive and caring, may provide a wonderful lesson, and still contain ageism and stereotypes.

You can't see people as fully human if all you can feel for them is pity.

Aging (not ageism)

The slow and steady process of change that ultimately leads us to becoming our unique, individual selves.

Age Positivity:

- Increased longevity (7.5 years)
- Improved physical and mental health
- Greater ability to recover from setbacks, illness, and injury
- Reduced likelihood of dementia (by almost half)



DPL OAS: In a Nutshell

- 50+
- Many stages of life
- Broad spectrum of wants and needs
- Intersectionality
- Potential-based vs. deficit-based approach



DPL OAS: Foundation

- Developmental stages of aging
- Neurology of the aging brain
- Emotional and personality changes as we age
- Goals and Alignment
- Data and Evaluation



Goals and Alignment:



OAS:

DPL Values:

Alleviate social isolation/

Connection

Create community

Connection

Elevate joy

Connection

Promote lifelong learning

Curiosity

(behavior change)

Provide resources/solve problems

Curiosity/Equity

Fight ageism – internalized and societal

Equity

Library Programs for the *New Old Age*

Positive Aging Programs

- Art classes
- 3D Printing
- Advanced tech classes
- Songwriting
- Community Singing Group
- Autobiography writing
- Understanding Neuroplasticity
- Biking, walking, hiking
- Mini Med School
- Meditation and Qigong



Positive Aging Programs

- Cooking
- Gardening
- Intergenerational connections
- Volunteering
- Small business startup
- Solo travel
- Solo aging
- Navigating grief
- Memory Cafe
- Financial Wellness





























Thanks!