

Bifocals may cut down job prospects for a pipefitter who has been used to working overhead or in cramped quarters, or for a machinist who has worked to fine tolerances.

Varicose veins may make it difficult for the worker to be on his feet for prolonged periods.

The older worker who has had a long illness may be considered a dubious employment risk by an employer.

The excellent attendance record and low absenteeism rate of older workers as a group have been demonstrated in numerous studies.^{5/} They belie the assumption of some employers that hiring older workers will necessarily increase the costs of health and other group insurance. Nevertheless, ES interviewers report this is a common objection to acceptance of older workers.

3. Attitudes of Older Workers

The older worker's own appraisal of himself in relation to the labor market can greatly affect his employment prospects. An individual who takes a realistic view of his own capacities as well as his limitations, and who is strongly motivated to work, offers good potential to the employment interviewer. One who lacks self-confidence or fails to recognize personal traits which may be objectionable to employers may hamper his chances for employment by his own attitudes.

Some older worker attitudes which present difficulties in placement relate to personal problems, resistance to change, unrealistic job or financial goals, and attachment to the labor market.

a. Personal Problems

People tend to stereotype older workers on the basis of preconceived notions. They are said to be "talkative," "set in their ways," "hard to supervise". Although such assumptions may have little basis, in fact, some older workers do exhibit negative traits in the course of an employment or counseling interview. It is sometimes hard to help the individual recognize and correct personal problems of attitude.

Grooming may be a problem in clerical and other occupations where appearance is important. To quote one counselor, "Older people sometimes get careless about their appearance. Even a well-qualified and experienced older person with skills currently in demand may appear in the local office wearing attire not suitable for a job interview or for the occupation."