

Lack of self-confidence and a general defeatist attitude may develop in the individual who is unaccustomed to job seeking, especially after several rejections by employers. Many need help in learning how to apply for a job. Older women who have been out of the labor market for some time are often uncertain whether they can perform successfully if they return. One older woman, who was placed in a typist job, came back to the local office after she was hired to express her concern about going to work. The employer was getting an electric typewriter for her, and she did not want him to "go to all that trouble" because she was afraid she could not do the job.

The older worker who expresses the feeling that he is "too old" may fail to recognize some of his other problems. Even though an employer may have other reasons for not hiring at a particular time, an older worker who did not get the job is apt to blame his failure on age.

b. Resistance to Change

Some workers, displaced in mass layoffs, have refused to accept the fact that there is no prospect of work for them in their former jobs. They have clung grimly to the hope that "something will turn up" and they will be called back by the former employer. The man with 20 years of seniority at the plant, who owns a home and has children in school, does not want to pull up stakes and head for a new community where job prospects may be better. As unemployment lengthens and resources dwindle, the family may not be able to afford such a change. The head of the family may hesitate to train for a new occupation, for fear he cannot succeed in the job. Even if he reluctantly decides to seek training, he may find that training allowances are inadequate to meet the financial needs of his family.

Individuals in these extreme circumstances would seem to have sufficient motivation for major changes in their employment patterns, yet some resist. Others with marginal skills sometimes exhibit negative attitudes towards taking training or trying to do a different job. Some may eke out a living with the help of unemployment insurance or welfare assistance.

Pensioners who need additional income may be afraid of jeopardizing social security or other pension rights. They fear that if they get "off the pension" they cannot get back on.

Prestige is important to the professional worker and the former executive. Said one interviewer, "Professional employees seem more willing to take a cut in pay than