

Ageism Self-Assessment Tool

Team Member Ageism/Ableism Self-Assessment

Indicate how strongly you agree or disagree with these statements.	Strongly Disagree	Disagree	Neither Agree nor disagree	Agree	Strongly Agree
1. I enjoy being around older people.	1	2	3	4	5
2. I like to go visit with older relatives.	1	2	3	4	5
3. I will find contentment in my older age.	1	2	3	4	5
4. I will have plenty to occupy my time when I am older.	1	2	3	4	5
5. I enjoy talking to older people.	1	2	3	4	5
6. People will respect me in my older age.	1	2	3	4	5
7. I feel very comfortable when I am around an older person.	1	2	3	4	5
8. I expect to feel good about myself in my older age.	1	2	3	4	5
9. I enjoy doing things for older people.	1	2	3	4	5
10. People will see me as knowledgeable in my older age.	1	2	3	4	5
11. Others will value my contributions in my older age.	1	2	3	4	5
12. My opinions will matter to others in my older age.	1	2	3	4	5
13. I expect to feel good about life as I get older.	1	2	3	4	5
14. People will see me as competent in my older age.	1	2	3	4	5
15. I expect there will be meaning in life in my older age.	1	2	3	4	5
16. I enjoy spending time with people who are living with frailty or dementia.	1	2	3	4	5
17. I feel very comfortable when I am around people who are living with frailty or dementia.	1	2	3	4	5
18. I enjoy doing things to help people who are living with frailty or dementia.	1	2	3	4	5
19. I believe that there is meaning and purpose for those that are living with frailty or dementia.	1	2	3	4	5

Note: The instrument is a modified version of the Relational Ageism Scale.

Gendron, T., Inker, J. K., Andricosky, R., & Zanjani, F. (2019). Development of the Relational Ageism Scale: Confirmatory Test on Survey Data. *The International Journal of Aging and Human Development*, 0091415019836956.

Team Member Ageism Self-Assessment Scoring

COLLECTIVE AFFINITY FOR OLDER PEOPLE

Add the scores from the following items together to create a total score.

Number	Statement	Score
1	I enjoy being around older people.	
2	I like to go visit with older relatives.	
5	I enjoy talking to older people.	
7	I feel very comfortable when I am around an older person.	
9	I enjoy doing things for older people.	

TOTAL _____

PERSONAL AGING

Add the scores from the following items together to create a total score.

Number	Statement	Score
3	I will find contentment in my older age.	
4	I will have plenty to occupy my time when I am older.	
13	I expect to feel good about life as I get older.	
8	I expect to feel good about myself in my older age.	
15	I expect there will be meaning in life in my older age.	

TOTAL _____

RELATIONAL AGING

Add the scores from the following items together to create a total score.

Number	Statement	Score
11	Others will value my contributions in my older age.	
12	My opinions will matter to others in my older age.	
6	People will respect me in my older age.	
14	People will see me as competent in my older age.	
10	People will see me as knowledgeable in my older age.	

TOTAL _____

ABILITY/FRAILTY/DEMENTIA

Add the scores from the following items together to create a total score.

Number	Statement	Score
16	I enjoy spending time with people who are living with frailty or dementia.	
17	I feel very comfortable when I am around people who are living with frailty or dementia.	
18	I enjoy doing things to help people who are living with frailty or dementia.	
19	I believe that there is meaning and purpose for those that are living with frailty or dementia.	

TOTAL _____

ASK YOURSELF:

If your score is below 15 in any of the categories, take the opportunity to reflect on the following:

- Where have you learned about what it means to age and be an older person?
- Reflect on both your fears and desires for growing older.
- Why did you choose to work with older adults/elders?
- Are you fulfilled and satisfied in your choice of job/occupation?
- Do your feelings about your work influence your feelings about your own aging or vice versa?
- Does society currently value older adults? Why or why not do you think this is the case?
- Does society value people with disabilities? Why or why not do you think this is the case?