

Workplace Age Microaggressions Scale:
Development and Validation

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Background

EXPLICIT
DISCRIMINATION

OVERT AND
INTENTIONAL

STEMS FROM
CONSCIOUS
PREJUDICES AND
BIASES

IMPLICIT
DISCRIMINATION

SUBTLE AND
UNCONSCIOUS

STEMS FROM
UNCONSCIOUS
BIASES AND
IMPLICIT NORMS

POLICIES AND
REGULATIONS

Several workplace expectations and thus, biases are associated with age

Age diversity is rapidly increasing in the workplace

And yet, age microaggressions in the workplace are rarely addressed

(Cadiz et al., 2022 ; Finkelstein et al., 2013)

Project Goals

Pre-study: Test the effects of holding work-relevant age stereotypes on employees and job outcomes

Goal 1: Develop and validate a new measure for Workplace Age Microaggressions

Goal 2: Test the nomological network of the Workplace Age Microaggressions Scale:

- Contextual and relational antecedents
- Health and work-related outcomes

Experimental Approach

Focus Groups

For item generation

Content Validation

Using workshops and OB experts

Data Collection

Using multi-wave time-lagged surveys

Statistical Analysis

Applying statistical models for validation

Expected Outcomes

Organization

Inclusive practices

Leaders

Inclusive leadership

Individuals

Intergroup collaboration

Age Subjective Age

Perceived Age Microaggressions

Job Attitudes

Job satisfaction

Work engagement

Affective commitment

Resources

Stress

Work ability

Occupational self-efficacy

Climate and Organization

Organizational justice

Age-diversity climate

Performance

Citizenship behaviors

Team member proficiency

Career Behaviors

Mobility behaviors

Human capital development

Exit Intentions

Turnover intentions

Retirement intentions

- Broader Impact: A reliable, validated scale for workplace age microaggressions
- Enhanced Safety and Policy Enforcement: Evidence for inclusive practices and HR policies
- Promoting Employees/Organizations Mutuality: Showing the impact of ambiguous age discrimination for work-related aspects