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WORKPLACE OPTIONS

### Learning Objectives

- To recognize physical, behavioral, and emotional changes as we grow older
- To distinguish differences between age-related changes and disease-related changes
- To become aware of stressors and identify strategies for managing them
- To recognize the benefits of making positive choices for healthy aging

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WORKPLACE OPTIONS

### Dynamics of Population Aging

- In the U.S. the youngest baby boomers are about forty-five. The oldest are mostly sixty-five years and on the verge of retiring.
  - By 2030, Americans elderly population is expected to reach 72 million, more than double the number in 2000
  - By 2030, 55 countries are expected to see their 65 and older populations grow to at least 20% of their present total
  - By 2050, Europe will continue to be the world's oldest region with its elder population increasing more than five fold, from 40 million to 219 million.
- These changes in life expectation is very unique, never before occurring throughout human history. Enormous social and economic changes in the world's societies lie ahead.

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**Aging**

WORKPLACE OPTIONS

Biological age does not correlate with chronological age



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**Biological/ Physiological Changes**

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- Two biological phenomena appear related to the aging process
  - Accumulation of waste products in the cells
  - Loss of elasticity of the connective body tissue
- Senescence and Adaptation also occurs during this stage



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## Psychological Changes



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## Information Processing

- Reaction Time
- Intelligence
- Learning
- Memory
- Problem-Solving
- Personality

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## Social Factors

Society is created from a consensus of individuals.

These individuals, in turn, are influenced by the society in which they live. Thus, both individuals and groups define and re-define our sense of self as we develop and as society changes. And society's view of "growing old" or being "old" is no exception to this process.



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 WORKPLACE OPTIONS

### Social Factors

- Ageism
- Gerontophobia
- Retirement




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 WORKPLACE OPTIONS

### Common Changes as the Body Ages

- Vision and Hearing difficulties
- Insomnia
- Arthritic changes in joints; loss of bone tissue
- Slower reflexes
- Lower pulse rate, shortness of breath
- Diminished ability to sweat and salivate
- Increased frequency of urination
- Decreased sensitivity of senses
- Increased sensitivity to some medications
- Drier, thinner skin
- Some loss of short-term memory

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 WORKPLACE OPTIONS

### Behavioral & Emotional Changes That Can Occur with Aging

Emotional	Behavioral
<ul style="list-style-type: none"> <li>• Depression</li> <li>• Anger/Resentment</li> <li>• Rigidity</li> <li>• Irrationality</li> <li>• Confusion</li> </ul>	<ul style="list-style-type: none"> <li>• Fear of loss of control</li> <li>• Anxiety and uncertainty</li> <li>• Avoidance</li> <li>• Loneliness</li> </ul>

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 WORKPLACE OPTIONS

### Common Age-Related Sicknesses

- Alcoholism
- Alzheimer's
- Arthritis
- Cancer
- Cardiovascular
  - Heart disease
  - Arteriosclerosis
  - Hypertension
  - Stroke
- Dementia
- Diabetes
- Osteoporosis
- Parkinson's disease

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 WORKPLACE OPTIONS

### On the Lookout for Symptoms

- Abrupt change in ability to handle day-to-day functions
- Chronic pain
- Frequent falls; dizziness
- Incontinence
- Increased use of alcohol




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 WORKPLACE OPTIONS

### On the Lookout for Symptoms (continued)

- Increasing confusion or forgetfulness
- Persistent memory loss that interferes with daily activities
- Sad and withdrawn behavior; lack of enthusiasm, increased sleep and disinterest in food
- Sudden personality change
- Sudden, unexplained dramatic change in weight

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### Typical Stressors for Older Adults

- Loss of control (body, emotions, cognitive, daily living)
- Loss of privacy
- Fear of disease and pain
- Change in relationships with adult children
- Financial strains affecting lifestyle
- Death of friends and family members
- Loss of independence and freedom
- Limited mobility
- Fear of burdening family members
- Feeling embarrassed about being old

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### Useful Strategies to Help Deal with Stressors

- Foster a positive attitude.
- Openly discuss feelings.
- Stay physically active.
- Strive for adaptability to change.
- Hold onto your sense of humor.
- Accept that changes are natural and “age appropriate.”
- Join groups; maintain contact with others.
- Try relaxation techniques.
- Seek medical advice about medication options.
- Plan and do what you need to for your future.

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### Thoughts for Aging Well

- Healthy Body, Healthy Mind
- Challenge your brain
- Work up a sweat
- Regular checkups
- Get enough sleep
- Manage stressors

[How to Care for Aging Parents](#), Virginia Morris

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## Keep Active

- Get at Least 30 Minutes of Activity Most Days of the Week
- Keep Using Your Muscles
- Practice Your Balance
- Stretch



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## Eating Well: Memory Boosting Foods

- Slows down age-related memory decline in women
  - Broccoli
  - Cabbage
  - Brussels Sprouts
  - Cauliflower
  - Dark Leafy Vegetables
- Slows down memory loss
  - Guercetin-rich foods like onions, kale, apples and berries

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## Eating Well: Memory Boosting Foods Cont....

- Folic Acid protects blood vessels and help neurons in the brain communicate more effectively
  - Fortified whole-grain breakfast cereal
  - Lentils
  - Black-eyed peas
  - Spinach
  - Beets
  - Oranges
- 1 to 2 cups of caffeinated coffee a day provides a temporary boost in memory

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WORKPLACE OPTIONS

### Additional Resources

- [www.asaging.org](http://www.asaging.org)
- [www.cdc.gov/aging/](http://www.cdc.gov/aging/)
- [www.aarp.org/food/](http://www.aarp.org/food/)
- <http://www.mayoclinic.com/health/healthy-aging/MY00374>
- <http://nutritionandaging.fiu.edu/>



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WORKPLACE OPTIONS

### Resources

Contact your EAP  
or  
Work-Life Program  
for  
Assistance

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WORKPLACE OPTIONS

### Thank You!

Questions???

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