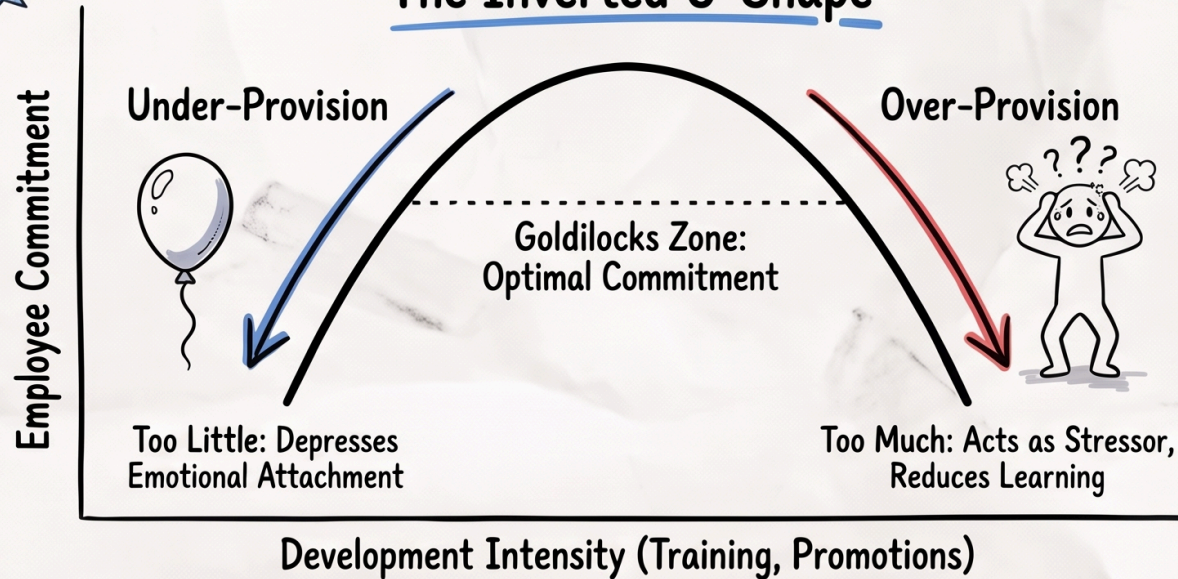


The Goldilocks Principle: Calibrating Development for an Age-Diverse Workforce

The Inverted U-Shape



Development as a Double-Edged Sword

Resource:
Growth, Opportunity



Job Demand:
Consumes Cognitive
& Emotional Energy



100–150% Salary Loss

Estimated cost of turnover when excessive development demands trigger psychological withdrawal and resignation

Age-Calibrated Strategies

