Preliminary results from the first stage allowed to identify and managers to ensure its acceptability and applicability. In the third stage, this guide will be validated by workers. Following a three-stage developmental research design, this first stage consists in conducting in individual interviews with older teleworkers and managers to gather qualitative data on their experience. During the second stage, the issues, considerations, and good practices that emerged from the first stage are compiled into a guide. In the third stage, this guide will be validated by workers and managers to ensure its acceptability and applicability. Preliminary results from the first stage allowed to identify issues faced by managers concerning accommodation (n=8,