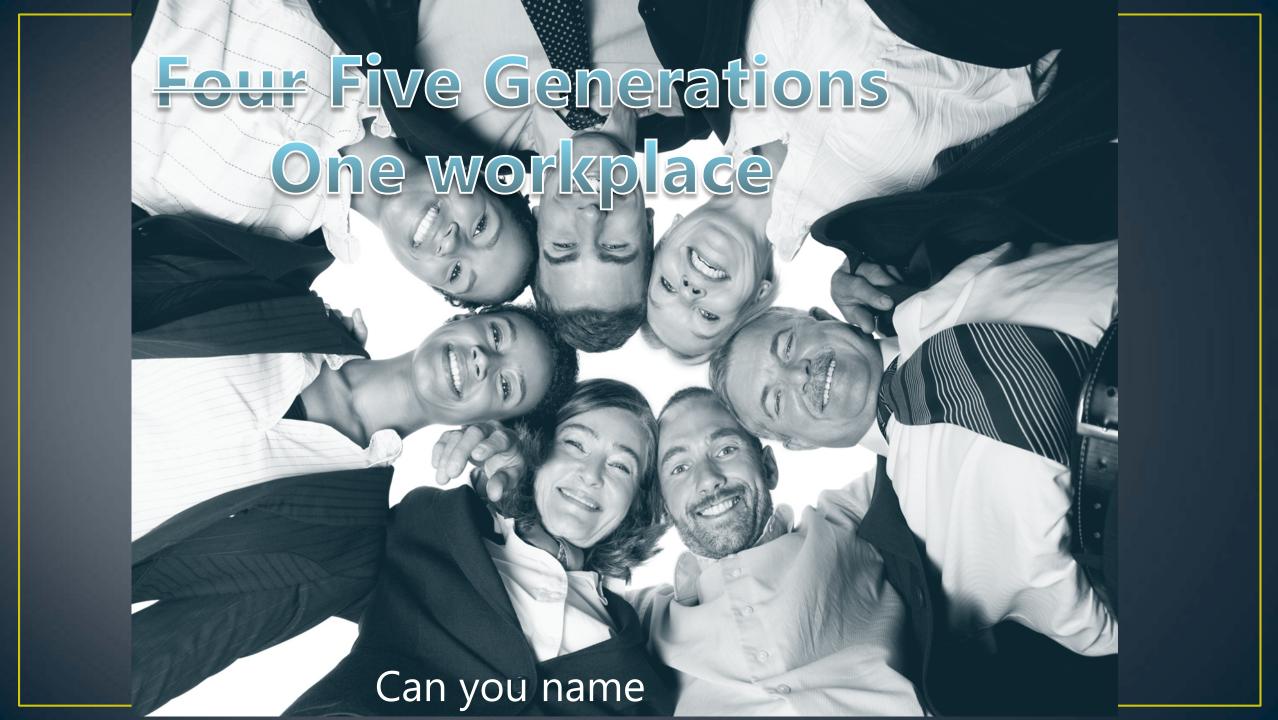


What do you see?





# Navigating the Generation Gap

- Traditionals 1910-1943
- Boomer: 1944-1964
- Gen X 1965-1980
- Millennial: 1981-1996
- Generation Z 1997



### Generations: Share what you know!

- In Groups
  - Describe your generation.
    - What adjectives describe your generation?
    - What is important to you?

Gather a list to share

#### Generations

- Describe your preferred work environment
- Describe your preferred manager?
- Describe your preferred mode of communication

Take a few minutes to gather a list.



TRADIONALISTS—WORLD WAR II GENERATION

Success Vorkaholic
Optimistic
Visible

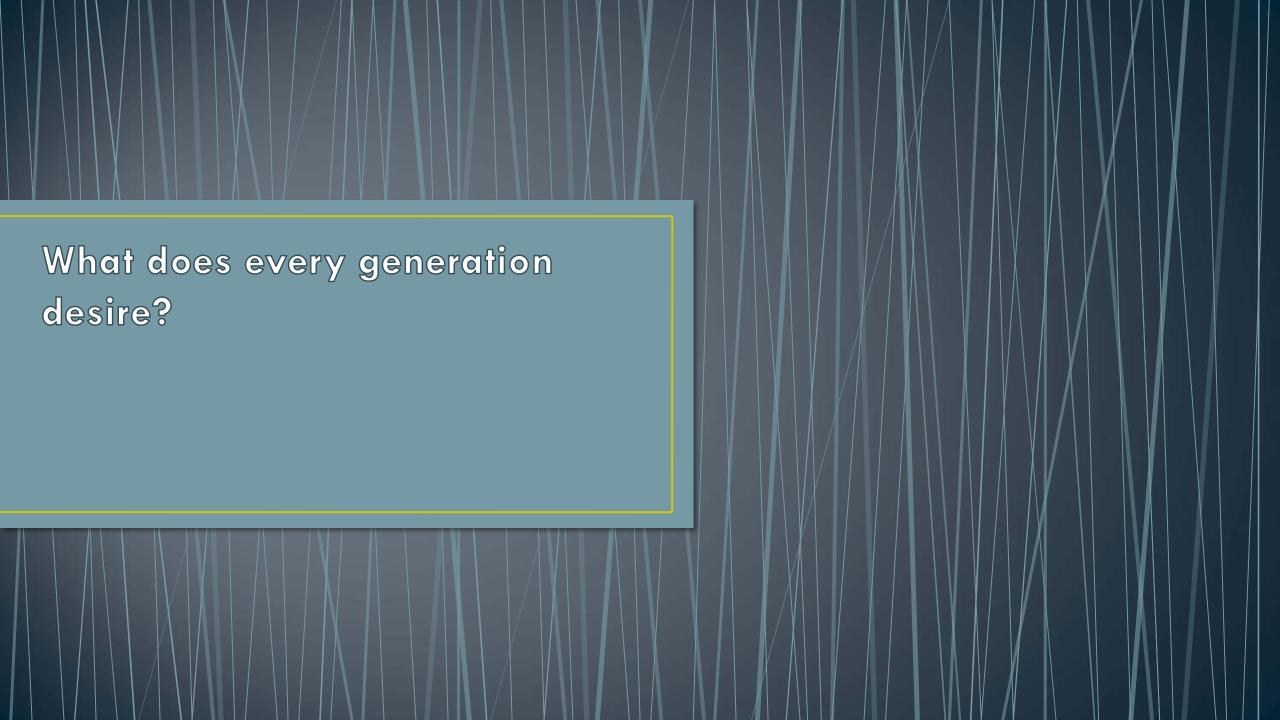
Boomers

# Cynical Questioning Suspicious Pessimistic Pessimistic Self-Reliant

# Irophies Millennials Busy Optimistic Individualistic Ambitious-yet-aimless

#### Gen Z

• Still too early to define in a word cloud



Distinguish themselves

To be admired and emulated.

## Generational Expectations

#### Assumes

- "I'm sure they want what I have"
- "Success"
- "Pay their dues" the same way
- The next Generation has it much easier



What's at stake?



#### What's in a Job?

- Matures Work ethic defined by the punch clock.
- Boomers Visibility was/is the key. Workaholics.
- Gen X "What does it matter when I work, as long as I get the job done?"
- Millennial "It is five o'clock I have another life to get to."

# Comparisons

	WWI	Boomer	Gen X	Mill
Assets	Experience Knowledge Focus Dedication	Service, Dedication,	·	Collaboration, Optimism, Multi-task, Tech savvy
Liabilities	Reluctance to Buck, Dislike conflict, Reticent when disagree	Dislike conflict, reluctant to go against peers, Process before result, Not always budget minded	Skeptical, Distrust authority	Need supv & structure, Inexperience, especially with people

# Comparisons

	WWI	Boomers	Gen X	Mill
Rewards	Tangible symbols of loyalty (certificates, etc)	Promotion, personal recognition	Free time, New resources Results Certifications	Awards, Certificates, Tangible evidence of credibility
Communication	Memos, letters	Phone, in person	Voice mail Email	IM, Blog, Text Email



What's at Risk?

We've all been there