

Navigating the Generations



What do
you see?



A high-angle, black and white photograph of seven business professionals of various ages and ethnicities huddled together in a circle, smiling and looking towards the camera. They are dressed in professional attire, including shirts, blouses, and suits. The image is framed by a dark blue border with a thin yellow line.

~~Four~~ Five Generations One workplace

Can you name

Navigating the Generation Gap

- Traditional 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.

A word cloud featuring various values and virtues associated with the World War II generation. The words are arranged in a dense, overlapping cluster. The colors of the words include shades of green, yellow, orange, red, and purple. The words are of varying sizes, with 'National' and 'Conformity' being among the largest. The words include: pride, prosperity, Age, honor, National, Conformity, Patience, blending, Seniority, Duty, Dedication, unity, good, sacrifice, First, hard, country, job, times, important, and Hard.

TRADITIONALISTS—WORLD WAR II GENERATION

Career
Consumers
Success
Work
Job
Workaholic
Optimistic
Visible

Boomers



A word cloud featuring various traits associated with Gen X. The words are arranged in a non-uniform, overlapping manner. The central and largest word is 'Independent' in a dark brown color. To its upper left is 'Cynical' in a reddish-brown color. To its upper right is 'Questioning' in a reddish-brown color. Below 'Cynical' is 'Distrust' in a golden-brown color. Below 'Questioning' is 'Suspicious' in a golden-brown color. Below 'Distrust' is 'Pessimistic' in a dark brown color. Below 'Independent' is 'Self-Reliant' in a reddish-brown color.

Cynical

Questioning

Independent

Distrust

Suspicious

Pessimistic

Self-Reliant

Gen X

Trophies

Millennials

Groups

Busy

Multi-tasking

Optimistic

Teams

Bored

Individualistic

Ambitious-yet-aimless

Gen Z

- Still too early to define in a word cloud

What does every generation
desire?

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, Team, Knowledge	Adaptability, Tech knowledge, Independence, Creativity, Willingness to buck system	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!