Being Part of a Multigenerational Team®

Stay Ahead of Performance, Productivity and Health Issues
Agenda

Understand the values each generation brings to the workplace and what influenced these values

Recognize the assets and challenges to the job of each generation

Create a personal development plan for working successfully with multiple generations
Multi Generational Chart

*No chronological endpoint has been set for this group. Generation Z age ranges vary by analysis.

PEW RESEARCH CENTER
Traditionals or Silent Generation b1928 – 1945
Baby Boomers b1946 – 1964
Generation X b1965 – 1980
Millennials b1981 – 1996
Gen Z b 1997 – 2012
Traditionals/Silent

Core Values
- Dedication, sacrifice and patience
- Hard work but delayed reward
- Conformity
- Adherence to rules
- Respect for authority

Shared experiences of influence
- Wars
- Pre-feminism women
- Marriage for life
- Once you got a job, you kept it
Baby Boomers

Core Values
› Optimism
› Personal Growth
› Team orientation/Involvement
› Personal gratification
› Health and wellness

Shared Experience of Influence
➢ Rock and Roll Music
➢ Free love and non-violent protests (which triggered violence)
➢ Credit cards
➢ First TV generation
➢ Divorce beginning to show up
➢ “Retirement”
Generation X

Core Values
› Understand diversity
› Thinking globally
› Balance in Work and Life/Fun
› Tech Literate
› Self-Reliance

Shared Experiences Influence
➢ “Latch-key kids”
➢ Layoffs and failure of major institutions
➢ Drugs in school
➢ Raised by career and money conscious Boomers
Generation Y/Millennials

Core Values
› Sociability
› Civic duty
› Confidence
› Achievement
› Street smart

Shared Experiences Influence
➢ 9/11 Generation
➢ Helicopter parents (told they are special)
➢ Digital literacy/world is 24/7
Generation Z

Core Values

> equality and diversity
> social responsibility
> entrepreneurial, independent, self-confident
> practical and pragmatic

Shared Experiences of Influence

> 2008 Recession
> Instantaneous information and social media from around the globe
> Highly educated but huge student loan debt
> Code Red shooting drills in school
Traditionals

**Assets on the Job**
Stable, Thorough
Detail oriented
Hard working, Loyal

**Challenges on the Job**
Often uncomfortable with ambiguity & change
Hesitate to “buck the system” or bring up difficult subjects
Technology is not necessarily easy to adapt
**Boomers**

**Assets on the Job**
Service-oriented
Driven
Good with relationships
Good team players

**Challenges on the Job**
Reluctant to go against peers and tend to focus on self
Not naturally budget minded
Uncomfortable with conflict, yet often judgmental of those who see things differently
 Generation X

 **Assets on the Job**

Adaptable, Creative
Tech literate
Independent/Excellent individual contributors
Not intimidated by authority

 **Challenges on the Job**

Can be impatient and even cynical
Often have poor people skills
Not good with rules
Generation Y/Millennials

**Assets on the Job**
- Collective action
- Optimism, Tenacity
- Multitasking
- Tech literate

**Challenges on the Job**
- Need for supervision and structure
- Inexperienced
- Unaccustomed to criticism
Generation Z

**Assets on the Job**
- Quick to pick up on new technology
- Culturally diverse, tolerant and accepting
- Comfortable adapting quickly to rapid change

**Challenges on the Job**
- Shorter attention span
- Accepting other points of view due to being very self confident
Making a Better Workplace No Matter What Generation

> Establish open lines of communication.
  Be the person who doesn’t complain but understands

> Don’t dwell on differences
  Get to know each person for who they are and how they contribute

> Build collaborative relationships

> Always consider life paths of your teammates
Guidance Resources

There are additional resources for understanding multigenerational colleagues on www.guidanceresources.com

Check it out!

Web ID: SOKEAP
Call: 888-275-1205
App: guidancenow

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