

# Being Part of a Multigenerational Team®



# Agenda

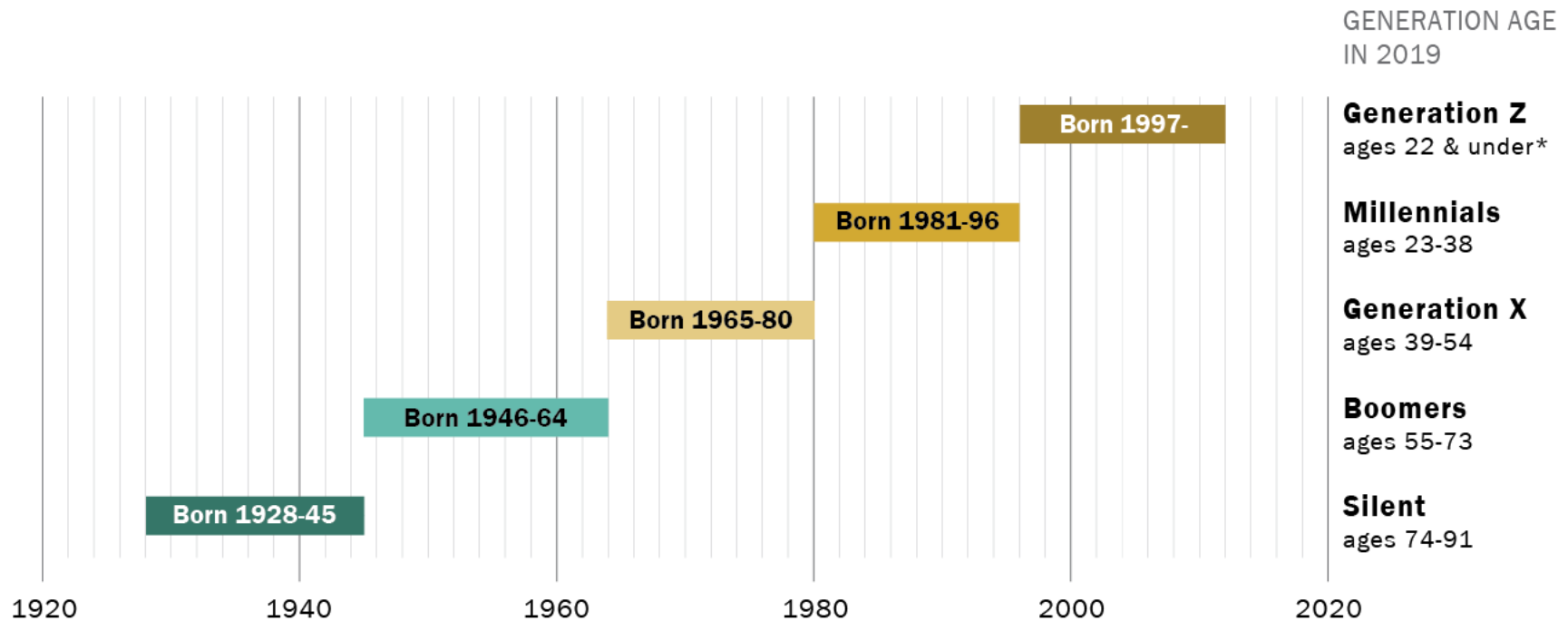
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Understand the values each generation brings to the workplace and what influenced these values

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



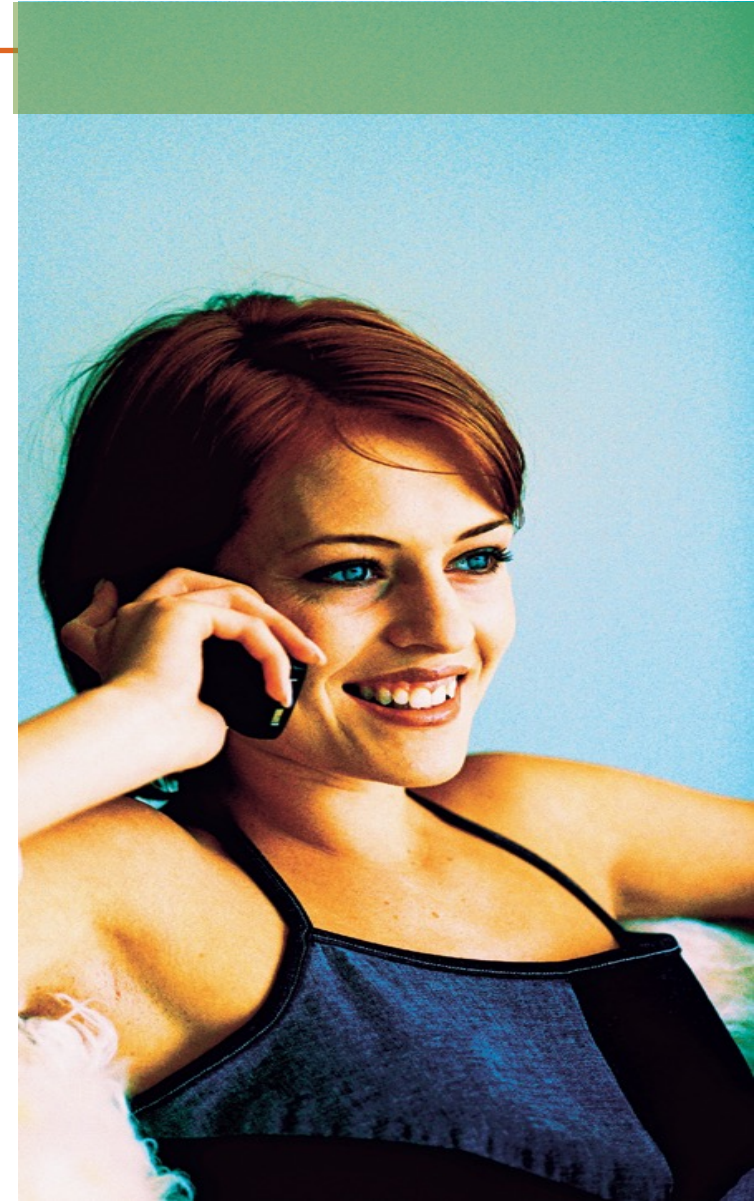
# Generation Y/Millennials

## 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

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## 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

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## ***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

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## ***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

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## ***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

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## ***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

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## **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

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- > 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

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## When to Seek Additional Help

There are additional resources for understanding multigenerational colleagues on [www.guidanceresources.com](http://www.guidanceresources.com)

Check it out!

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

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Available 24 hours a day, 7 days a week!