


THE BOOMERS THE GEN X'RS THE GEN Y'RS & GEN Z



BABY BOOMERS TO XYZ

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B I N G O

				Generations in the Workplace
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Learning Objectives

By attending this session, attendees will be able to:

- ❖ Identify characteristics of different generations in the workplace
- ❖ Discuss what different generations think of each other
- ❖ Consider perceptions of generations and challenges that lie ahead for the workplace
- ❖ Recognize the importance of developing and maintaining relationships between colleagues to better build a diverse and high performing workforce that reflects all segments of society

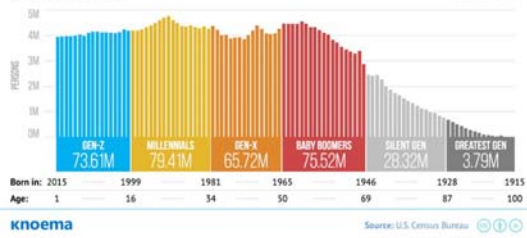
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What is a Generation?

- ❖ The entire body of individuals born and living at about the same time
- ❖ A group of individuals, most of whom are the same approximate age, having similar ideas, problems, attitudes, etc.

Total US Population by Age and Generation

as of December 2015



Baby Boomers



Baby Boomers

- AKA: Sandwich Generation, the Beat Generation
- Born: 1946-1964
- 79 million
- Women's Lib!
- Vietnam War
- Television



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Generation X



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Generation X

- AKA: Slacker Generation, the Me Generation
- Born: 1965-1981
- 49 Million
- Latchkey kids
- Gulf War
- Video games: ATARI



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Generation Y



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Generation Y

- AKA: Millennials, Nexters
- Born: 1982-Late 90s
- 75 million
- Helicopter parents
- September 11/Iraq War
- Cellphones/social media



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Generation Z



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Generation Z

- AKA: iGen, post-millennials
- Born: Late 90s – Late 2010s
- As of 2014: 69 million
- Social Justice
- 2008 recession
- Smartphones/Apps



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Older Generations in the Workplace

Baby Boomers

- Optimistic
- Team players
- Uncomfortable with conflict
- Face-to-face communication
- Work before life
- Once a year feedback

Generation X

- Skeptical
- Independent/fast-paced
- Challenge the status quo
- Adaptable
- Work/Life Balance
- Increased need for feedback

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“The Cool and Hip” Generations in the Workplace

Generation Y

- Hopeful
- Task oriented
- Why?
- Multitaskers
- Fun first then work
- Expect attention and feedback

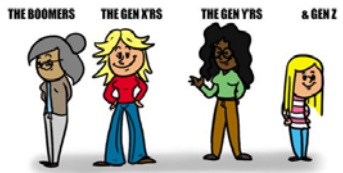
Generation Z

- Cynical
- Results oriented
- Comfortable with conflict
- Multitaskers on steroids
- Why can't work be fun?
- Lots of feedback, maybe in person

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Discussion – Do You Match Your Generation?



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Our Workforce is Changing

- ❖ **Platinum Rule:** treat others the way they want to be treated
- ❖ How do you know how they want to be treated – ask



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RECAP!!

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Questions??

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