

# GENERATIONS IN THE WORKPLACE

CHARACTERISTICS	 <b>The Silent Generation</b> 1925-1945 	 <b>BBY BOOMERS</b> 1946-1962 	 <b>GENERATION X</b> 1963-1978 	 <b>THE MILLENNIALS</b> 1979-1992 	 <b>Generation Z</b> 1993-present
Formative Influences <sup>1</sup>	Second World War Great Depression Fixed-gender roles Rock 'n' Roll Nuclear families	Cold War Nixon/Watergate Post-War boom Free love movement Apollo moon landings Youth culture Woodstock Family-oriented	End of Cold War Fall of Berlin Wall Reagan/Gorbachev AIDS epidemic Introduction of the PC Early mobile technology Latch-key kids Rising levels of divorce	9/11 terrorists attacks Online Gaming Social media Invasion of Iraq Reality TV Google Earth Economic downturn Columbine	Global warming Global focus Smart devices Mass shootings Produce own media Cloud computing Wiki-leaks Live streaming
Leadership Style <sup>2</sup>	 Controlling	 Directing	 Coordinating	 Guiding	 Empowering
Mentoring/ Coaching	<b>Respect their experience</b> Show them how to contribute Help them define their legacy	<b>Provide what to do</b> Focus on the good they've done Building a legacy Passing on institutional knowledge Offer suggestions to build upon strengths	<b>Get their input</b> Focus on their desire to learn Discuss growth interests Connect how it helps their career	<b>Collaborative Guidance</b> Focus on solution with examples Personally connect and focus on relationship building	<b>Give a framework with flexibility in the process</b> Focus on co-creating Emphasize how they can help make a difference
Communi- cating a new assignment	 In Person "Whatever you want me to do" (within reason)	 In Person "I'd love to work with you"	 Email "Give me the WHY" (background & connection)	 In person with digital follow up "Guide me"	 Digital "Inspire me"
Working on group projects	Let's collaborate together in a working meeting until we're ready to go.	Meet at regular intervals to update the team on progress and adjust assignments based on those meetings.	Assign a specific task at the initial project meeting. Then post completed work to a shared drive for review by a determined date.	Initially meet in person, then stay connected through a chosen online portal that can be accessed anytime to post work, provide updates, and give feedback through mobile notifications.	Digital collaboration and forums would be our preference.

**Disclaimer:** Even though you were born within a generation, you may find that you have characteristics and tendencies of other generations. These are generalities based on similar experiences during formative years.

**\*Credits:** <sup>1</sup>Ahonen, Tomi, (@tomiahonen). "Nice infographic compares generations RT @marcoderksen @lonnekekra: Infographic: Generaties, hun technologie." 26 Nov 2013, 10:49PM. Tweet.  
<sup>2</sup>"Generation next: Meet Gen Z and the Alphas." <https://mccrindle.com.au/insights/blog/generation-next-meet-gen-z-alphas/>. McCrindle Research Pty Ltd ABN: 99 105 510 772, 2018. 6 Jun 2018.