



How do the rest of us see Generation X?

- ▶ Baby Boomers/Jonesers
 - Slackers
 - Rude and lack social skills
 - Always doing things "their own way"
 - Spend too much time on email and the internet
- ▶ Millennials
 - Cheer up already!?
 - Your not my Mom!
 - It would be nice to get a little praise now and then...
- ▶ Gen Z
 - Buncha Karens...
 - Gender biased and uncaring about causes



When a Gen X-er is a Teammate


- ▶ Gen X hates to be micro-managed.
- ▶ They ask "Why are you qualified?"
- ▶ Limit your discussion of corporate politics and emphasize life balance.
- ▶ Stress a broad range of diverse skills that can be learned on the job.
- ▶ Focus on leading edge technology and treat time as a currency to motivate them.
- ▶ Put all the options on the table.
- ▶ Be prepared to answer "Why?"
- ▶ Present yourself as an information provider, not a boss.
- ▶ Appear to enjoy your own work.
- ▶ Follow-up and meet your commitments
- ▶ Mentor them virtually and grant them "alone time"



Movie Time!

"You may consider a little model go..."

"...until you climb the wall, it's always now. It's like you write..."



Gregory Kinnear as Andy Dufresne in "The Shawshank Redemption" with Matt Damon as Red in "Good Will Hunting"

OK, Boomers/Jonesers... for five points, Name that tune and the singer!

**“Uptown Funk”
by Bruno Mars**

The Millennials (Generation Y)
1977 - 1995



Who are the Millennials?


- Experienced:
 - Cutting edge technology
 - Columbine and other school violence
 - Busy, over planned lives
 - Clinton/Lewinsky
 - Oklahoma City bombing
 - Multiculturalism
 - TV talk shows
 - September 11, 2001

- Icons:
 - “iStuff”
 - Texting
 - Facebook
 - SpongeBob
 - Superheroes




Who are the Millennials?

- Core values
 - Civic duty
 - Achievement...in everything
 - Diversity
 - Confidence
 - Optimism
 - Goal orientation




Who are the Millennials?

- Generational Personality:
 - Coddled since birth by "helicopter parents"
 - Over scheduled
 - Never known a world without the technology they rely on
 - Torn between individuality and fitting in
 - Don't want to be hurried and take time to search for an answer




Who are the Millennials?

- The Millennial Work Culture
 - Believe in collective action, collaboration, diversity and inclusion
 - Are civic focused and optimistic about the future
 - Trust in centralized authority
 - Have a willingness to get things done
 - Are possessed of a heroic spirit in the face of overwhelming odds



Who are the Millennials?

- On the Job Assets
 - Collective action
 - Optimism
 - Tenacity
 - Multi-tasking capability
 - Technology savvy
- On the Job Liabilities
 - Need supervision and structure
 - Inexperience in handling people issues




How do the rest of us see Millennials?

- Baby Boomers/Jonesers
 - Cute and well mannered, but messy
 - Know their technology
 - Watch your mouth!
 - Need too much attention
- Generation X
 - A generation of spoiled brats
 - What do you mean "What's an album?"
 - Boy...if you were MY kid...!
- Generation Z
 - Blockbuster??
 - A trophy for "participation?"
 - Too trusting of internet information



When a Millennial is a Teammate

- Their world has immediacy; help them itemize and prioritize.
- Provide solid deadlines and time frames.
- Millennials are great team players and show potential for leadership.
- They can be intimidated by difficult people.
- Millennials need more supervision and structure.
- Offer a specific, customized plan to them.
- Spend time with them, providing information and guidance
- Try and be impressed with their decision making.
- Mentor them by being a strong, fair leader.



OK... Boomers/Jonesers,
GenX... for 5 points...
Name that tune!
"Shake It Off"
Taylor Swift

Generation Z
1996 – 2012 (and beyond)



Who is Gen Z?


- Experienced:
 - Stay at home parents
 - Home schooling
 - Tablets and smartphones
 - Multiple social media platforms
 - Sandy Hook shootings
 - Great Recession

- Icons:
 - Game of Thrones
 - Apps!
 - YouTube
 - March for Our Lives




Who is Gen Z?

- Core values
 - Value interconnection, but long for deeper, authentic relationships.
 - Are incredibly diverse and are interested in racial, gender and income equality.
 - Are pragmatic, practical and seek stability and consistency.
 - Willing to tackle problems on their own by starting something new.
 - Want to change the world




Who is Gen Z?

- Generational Personality:
 - While globally minded, they want local connections.
 - Thus, they actually can, at times, prefer being together to online interaction.
 - They observe rules and etiquette when it comes to online connections
 - They care about our society and planet.
 - Are conscientious and cautious when it comes to spending.




Who is Gen Z?


- The Gen Z Work Culture
 - Brilliantly tech savvy.
 - Believe work-life balance... income is less important to them.
 - Lean toward skepticism and lack of trust... are wary of taken advantage of.
 - Their time and work need to have meaning.
 - The hours spent online lead them to not cultural relationships at work.
 - They want to be informed directly... through the
 - Work should have a social conscience.
 - Yes, they're new... but they want to be welcomed warmly.
 - They expect transparency and fairness in all things in the workplace.




Who is Gen Z?





- On the Job Assets
 - Quick learners... especially about technology
 - Wants interesting work, not necessarily high salary
 - Prefer values-driven organizations and work
 - Fits perfectly in a diverse, equitable environment
 - Explores different options to getting the job done right.
- On the Job Liabilities
 - Skeptical and mistrusting
 - Prefer to communicate electronically
 - Inexperienced
 - Will leave if their values are not respected or their expectations are not met




How do the rest of us see Gen Z?



- Baby Boomers/Jonésers
 - How do you KNOW that??
 - Invisible
 - Ethical with great values
- Generation X
 - Another generation of spoiled brats
 - They need to see things my way...
 - Demanding
- Millenials
 - Awww... how cute!
 - ... but SO pessimistic!
 - They need to see that "that's just how it is" sometimes.



When Gen Z is a Teammate



- Gen Z needs mentoring... go easy on it, though.
- While they may want face-to-face time occasionally, email, texting and other electronic communication is what they prefer in terms of receiving information.
- Thus, internet access is critical.
- They can be very aware and very intolerant of unfairness, secrecy and things that go against their value systems.
- They want flexibility on the job and are very willing take on new tasks.
- Be prepared for lots and lots of questions... and probably a messy workspace.

Closing the Gaps

- Seek to understand each generation's strengths and develop "generational sensitive styles" in dealing with each.
- Flex your communication style to accommodate cooperation between groups.
- Try and use the differences to enhance the work of the entire team.



Oh,...by the way...

Coming soon...to a court near you....



Generation Alpha



"How lucky I am to have something that makes saying goodbye so hard..."

Thank you! --A.A. Milne

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