



Work with Different Generations

Quick Reference Card

Understand Generational Theory

Generational Theory, often attributed to historians William Strauss and Neil Howe, suggests that each generation possesses distinct attitudes, behaviors, and overall outlooks based on their formative experiences.

Formative Influences: Key events and trends shaping generation's beliefs and attitudes.

Peer Personality: Collective traits of a generation.

Cyclical Patterns: The idea that generational types repeat every four cycles, affecting societal trends and attitudes.



Why Generational Awareness Matters

Generational awareness is key to fostering a harmonious and productive work environment. But why does it matter?

01 Teamwork

Leveraging generational strengths for better teamwork.

02 Motivation

Tailored incentives for each generation.

03 Retention

Meeting diverse work-life balance needs for lower turnover.

Different Generational Characteristics

One size doesn't fit all in today's diverse workforce. Here's a guide to different generational work approaches and how to adapt to a multigenerational workforce.



Traditionalists (Born Before 1946)

Committed, loyal, disciplined.

Influenced by: The Great Depression, World War II.
Motivation: Job security, recognition.
Communication: Formal, direct.
Work Ethic: Dedicated, methodical.

The multigenerational workforce over time

(Source: US Census Bureau, 2015)

- Traditionalist
- Baby Boomers
- Generation X
- Millennials
- Generation Z



Baby Boomers (1946-1964)

Competitive, hardworking, relational.

Influenced by: Industry leadership, generational diversity.
Motivation: Recognition, professional identity.
Communication: Direct, face-to-face.
Work Ethic: Team-focused, adaptable.



Generation X (1965-1980)

Independent, balance-seeking, tech-adept

Influenced by: Digital revolution.
Motivation: Career stability and growth.
Communication: Concise and direct.
Work Ethic: Self-sufficient, goal-focused, tech-integrated.



Millennials (1981-1996)

Tech-savvy, principled, educated.

Influenced by: Digital era, societal shifts.
Motivation: Purposeful work, learning.
Communication: Prefers digital messaging.
Work Ethic: Adaptable, remote-capable, team-oriented.



Generation Z (1997 onwards)

Tech-savvy, innovative, socially aware.

Influenced by: Continuous connectivity, tech progress.
Motivation: Creativity, social responsibility.
Communication: Visual, quick-response oriented.
Work Ethic: Self-driven, ambitious, digitally collaborative.

Avoid Stereotypes & Bias

The workplace blends various generational traits, making understanding these differences crucial for avoiding stereotypes and biases.

Implement Bias-Free Promotion

- ❑ Policy #1: Uniform interviews for fair hiring.
- ❑ Policy #2: Offer equal access to varied training methods.
- ❑ Policy #3: Assign tasks based on individual interests and skills, not age.

Common Stereotypes to Avoid

- Traditionalists: Seen as outdated.
- Baby Boomers: Considered change resistant.
- Generation X: Labeled as slackers.
- Millennials: Often viewed as entitled.
- Generation Z: Regarded as tech obsessed.

Effective Communication Across Generations

Different generations often have distinct communication preferences:

Traditionalists:

They value formal, clear, and respectful communication.

Baby Boomers:

They appreciate direct and personal communication.

Generation X:

They are straightforward, reliable, and a little retro.

Millennials:

They are digital natives, favoring texts and social media.

Generation Z:

Fast, visual, and mobile are the ways to go.



Building a Multi-Generational Strategy

Training Strategies for Generations

Adapt training methods to suit varied learning preferences of different generations.

- **Blended Learning:** Mixes traditional and online methods, suitable for Gen X and beyond.
- **Mentoring:** Connects younger with experienced employees for shared learning.
- **Microlearning:** Brief, focused sessions for all ages.

Feedback and Recognition Across Generations

Here's how you can ensure your feedback is heard and appreciated by every generation.

- ✓ Traditionalists value public acknowledgment.
- ✓ Baby Boomers enjoy personal gratitude and advancement.
- ✓ Generation X responds to direct praise and flexible options.
- ✓ Millennials respond well to frequent and instant digital feedback.
- ✓ Generation Z favors peer recognition through digital formats.



Leverage Strengths of Each Generation

To create a successful workplace, it's essential to understand and leverage the distinct strengths of each generation. Here are some strategies:



1

Combine older generations' experience with younger ones' tech expertise.



2

Use formal methods for older generations and digital platforms for younger ones.



3

Offer traditional awards for older and digital acknowledgments for younger generations.



4

Blend seminars and webinars to suit all preferences.

Remember, it's about bridging the generational gap to drive innovation, mentorship, and growth in your organization.

The Arrival of Generational Alpha



Generation Alpha (Born from 2010 onwards)

Intuitively tech-savvy, diverse, inclusive.

Influenced by: Rapid technological advances, and diverse family dynamics.

Motivation: Continuous learning, adaptability.

Communication: Visual, interactive, microlearning-based.

Work Ethic: Tech-driven, collaborative, flexible.

Preparing for Generation Alpha in the Workforce:

- Integrate advanced technology for their tech proficiency.
- Prioritize work-life balance and flexible arrangements.
- Offer ongoing learning and skill development.

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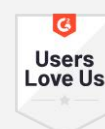
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