

Thriving in a Multigenerational Workforce



Learning Objectives

Describe the five generations currently in the workplace.

Learn how each generation impacts the workplace.

Identify tips to help you navigate the multigenerational workforce.

Five generations in the workforce

Traditionalist – Born 1945 or earlier

Baby Boomer – Born 1946 - 1964

Gen X – Born 1965 - 1980

Gen Y – Born early 1980s - mid 1990s

Gen Z – Born mid 1990s - TBD

Traditionalists



Tips for working with Traditionalists

Acknowledge their expertise

Seek them out when you need to problem solve

Follow the “chain of command”

Use a more formal communication style



Baby Boomers



Tips for working with Baby Boomers

Acknowledge their experience and dedication

Make a good sounding board for new ideas

Use a more formal approach

Go to them for help navigating workplace politics



Gen Xers



Tips for working with Gen Xers

You may need to ask them for details

Respect their desire for work-life balance

Be willing to be flexible and allow autonomy

Be willing to use an informal communication style



Gen Yers



Tips for working with Gen Yers

Acknowledge they have a level of expertise

Be open to new and different ways of working

Involve them in projects of significance

Don't be afraid to give constructive feedback



Gen Zers



Tips for working with Gen Zers

Be willing to collaborate using technology

Think through how you deliver information

Give them opportunities to take on extra responsibilities

Offer frequent feedback



Tips for navigating the multigenerational workforce

Avoid stereotyping

Educate yourself—ask questions

Be willing to learn something new

Be respectful of all generations

Appreciate differences

Find common ground



Activity

Some of my top-rated values include family, integrity, self-respect, happiness, wisdom and balance.

I desire respect from others.

I feel most satisfied in the workplace when I'm engaged in my work.

I appreciate leaders who are credible and attentive.

I don't like workplace politics.

I enjoy learning new skills.

I want to be treated fairly.

Focus on similarities, not differences!

Your Employee Assistance Program

Call toll-free or visit us on the web

24 hours a day/7 days a week

Thank you!

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