



Momentum

Multigenerational Workplace

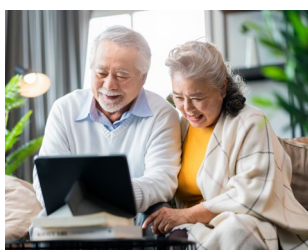
Did you know there are no less than five generations active in the workplace now? These include Traditionalists (also known as the Silent Generation, born 1928-1945), Baby Boomers (1946-1964), Generation X (1965-1980), Millennials (1981-1996) and Generation Z (1997 onward).

Your colleagues and supervisors will likely be products of varying eras. People from different generations should strive to learn from each other's ideas and experiences and show understanding for the feelings of those both younger and older.

- Newcomers should respect older workers' experience, while older people should acknowledge younger generations' talent and potential. When both groups acknowledge each other's strengths, they can thrive together.
- Tamp down any unconscious bias and accept people based on their merits, not generational stereotypes.
- Stay ready to learn. It's a two-way street. Show your willingness to listen to new ideas and suggestions, while sharing your knowledge and expertise wherever it's needed.



Join the live webinar, *Thriving in a Multigenerational Workforce*, on June 12, 2024 at 11:00 a.m. PT. Learn about the five generations currently in the workplace and how you can collaborate more effectively with people from all eras. Scan the QR code to register now.



Retirement Services

Have you thought about retirement? Retirement is a major life event that requires planning and preparation, but it doesn't have to be overwhelming and time-consuming. The Employee Assistance Program (EAP) has a variety of tools and resources to help you prepare. Visit eap.calhr.ca.gov to learn more.

Call your Employee Assistance Program at 1-866-EAP-4SOC (1-866-327-4762) TTY: 711 or visit eap.calhr.ca.gov for confidential, no-cost help available 24/7/365 for you and your eligible dependents.

Navigating Mental Health in a Multigenerational Workforce

Workers from different generational periods were raised with different expectations about how to address mental health challenges at work. Help normalize the process of seeking mental healthcare by discussing mental health with co-workers of all ages. Share your own experience where appropriate and ask others how comfortable they are with sharing about the topic.

Here are some ways in which mental health issues apply to the workplace.

- Mental health exists across a continuum, and your experience of having good versus poor mental health can vary at different points in your working life.
- Mental health is a top concern across age groups, though the degree of stigma and preferences for types of care vary. However, Generation Z and Millennials often prioritize mental health more highly than Generation X, Baby Boomers or Traditionalists.
- The generations have differing levels of comfort with care types.

Visit [Mind Your Mental Health](#) on the [EAP website](#) or call 1-800-EAP-4SOC (1-866-327-4762) TTY: 711 for confidential mental health support and resources.

Working On Career Wellbeing

People with high career wellbeing are more than twice as likely to be thriving in their lives overall. Career wellbeing means you like what you do every day. You are engaged in meaningful work that leverages your strengths and fits with who you are.

Ask yourself these questions: What do I enjoy most about my job? How does my work fulfill my purpose? If I could make one change for the better, what would it be? Which of my strengths will I use today?

Thrive instead of survive on your career path by using your strengths to find fulfillment and foster career wellbeing.

Financial Webinars

Relationships & Money

June 11, 2024

Register here: [9:00 a.m.](#) | [12:00 p.m.](#)

Money can be a tricky subject, especially when it comes to relationships. This event explores the various ways that finances can impact relationships and how you might approach money in a more healthy and sustainable way. Learn best practices for improving finance-related communication skills with friends and family.

Investing Resources: Professionals vs. DIY

June 27, 2024

Register here: [9:00 a.m.](#) | [12:00 p.m.](#)

This webinar looks at the differences between online investing platforms versus the more traditional practice of meeting face-to-face with an investment advisor. The webinar examines how to find an investment professional, the importance of monitoring your investments, and how to adjust your portfolio over time. Lastly, you'll learn about how you can create an action plan to help with your next steps in investing.

Sources: *Harvard Business Review, Deloitte.com, BetterUp.com, WellnessGrind.com, Pew Research Center, The O'Connor Group, The Kiva Center.*

For Managers

Leading in a Multigenerational Workforce

A multigenerational workforce is one in which the employees span different generations. For the first time in modern history, five generations are in the workforce simultaneously (Gen Z, millennials, Gen X, Baby Boomers, and some members of the Silent Generation still working in their late 70s and early 80s).

Your colleagues and staff will likely be products of different eras. Knowing they have differing motivations, expectations and work styles will help you find value in everyone's perspectives, promoting stronger teamwork and creativity. Here are some tips for doing so.

- Arrange coaching that encourages employees of different ages to share their knowledge, including through reverse or reciprocal mentoring.
- Ask team members about their preferred communication methods and accept changing formats.
- Study and survey your team(s) to determine what matters most to different sets of employees, e.g., benefits, work flexibility, schedules, etc.
- Encourage the use of holistic wellbeing resources and programs to meet the needs of the multigenerational workforce.

Sources: *Harvard Business Review, Deloitte.com, BetterUp.com, WellnessGrind.com, Pew Research Center, The O'Connor Group, The Kiva Center.*



Join the live webinar, [Engaging A Multigenerational Workforce](#), on June 26, 2024 at 11:00 a.m. PT. Learn about the five generations currently in the workplace and how you can support their individuality, productivity and wellbeing. Scan the QR code to register now.