

Crossing the Generational Divide



Generations in the Workplace

(Born between 1925 and 1946)



Traditionalists/Silents

(Born between 1946 and 1964)



Baby Boomers



Gen Xers



Millennials or Gen Y

(Born between 1965 and 1980)

(Born after 1980)

Exercise What are the perceived **STRENGTHS** of your generation in the workplace?

What are the perceived **CHALLENGES** of your generation in the workplace?

What do you think makes employees in your generation more **ENGAGED** in the workplace?

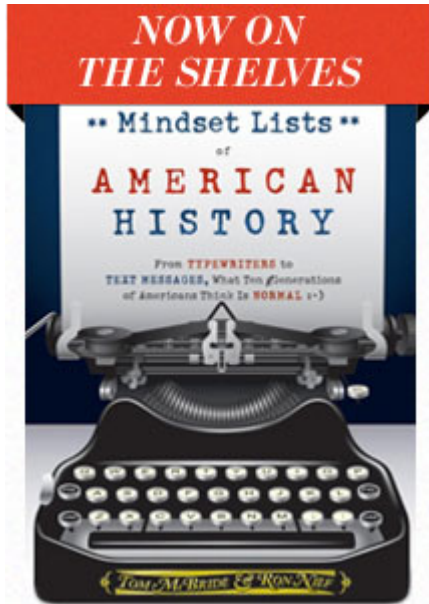
What types of recognition or rewards do you think **MOTIVATE** most employees of your generation?

What do you **ADMIRE** about other generations of workers?

7 Steps to Developing “Generational Intelligence” in the Workplace

1. Consider an employee affinity group or resource group.
2. Set clear expectations from the start.
3. Diversify your communication strategies.
4. Provide feedback early and often.
5. Pause before reacting.
6. Take a second look at your compensation and benefits.
7. Make mentoring a constant.

THE BELOIT COLLEGE MINDSET LIST®, Class of 2018



- Students heading into their first year of college this year were generally born in 1996.
- Among those who have never been alive in their lifetime are Tupac Shakur, JonBenet Ramsey, Carl Sagan, and Tiny Tim.
- Cloning has always been a fact ... not science fiction
- “Good feedback” means getting 30 likes on your last Facebook post in a single afternoon.
- Ads for prescription drugs, noting their disturbing side effects, have always flooded the airwaves.

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