

FROM THE VAULT: Generational Diversity in the Workplace

There might be as many as four generations working in the same environment, and if we don't know how to **connect and communicate**, we may just ignore one another.

But, if we could **leverage the benefits** each generation brings and understand their **unique expectations**, our organizations would accelerate.

Generation:	About:	Their Expectations:	Tools They Bring to the Organization:
The Builders: (1929-1945)	Worked during very difficult times, and had to build everything.	Be grateful you have a job and a paycheck.	Not working.
Baby Boomers: (1946-1964)	Boom of babies born after WW2; grew up in a time of expansion.	I deserve better than what my parents had.	Stories from past careers; they are positioned to be great life coaches.
Gen X / Baby Busters (1965-1982)	Born at the public introduction of the birth control pill.	Keep it real because times are tough and everything is public.	Authenticity and realism. They are resourceful and have the ability to see pros and cons really well.
Gen Y / Millennials (1983-2000)	Born at the turn of the century and during a high increase of technology.	Life is a cafeteria and I can pick and choose whatever I want.	Confidence, tech knowledge, optimism, and an awareness of their influence.
Gen Z: (2001-2012)	Born alongside the department of homeland security; terrorism is a normal part of conversations, economic downturns, racial unrest, etc.	I'm coping and hoping with a lot of anxiety and depression.	Even higher skillset with technology.

**NOTICE THE
NARRATIVE:**

Builders → Boomers → Gen X → Millennials → Gen Z
Caution → Confidence → Caution → Confidence → Caution

Be Aware of the SCENE:

SPEED:

Live in a high-speed world.



Consequence: Emerging generation may think *slow is bad*.

CONVENIENCE:

Everything is at our fingertips.



Consequence: Emerging generation may think *hard is bad*.

ENTERTAINMENT:

Constant desire for new distractions.



Consequence: Emerging generation may think *boring is bad* even though our brains need boredom to develop creativity and empathy.

NURTURE:

Allow feelings to influence everything.



Consequence: Emerging generation may become safety obsessed and think *risk is bad*.

ENTITLEMENT:

Feel we deserve everything we want.



Consequence: Emerging generation may assume *labor is bad*, and *we shouldn't have to work for this*.

How do we integrate all generations?

1. Stop expecting others to be just like us.
2. Be intentional about equipping leaders with life skills that are no longer natural due to the SCENE of the 21st century. Life skills that were naturally developed over time by working hard through challenges, set-backs, and risks may need to be developed in new ways.
3. Increase Emotional Intelligence in four areas that are common ground in every generation.
 1. Self-Awareness
 2. Self-Management
 3. Social Awareness
 4. Relationship Management