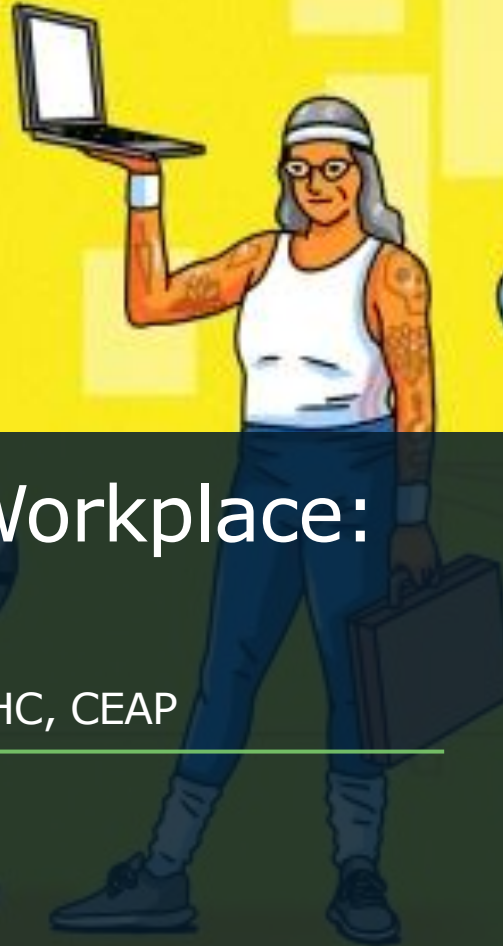


The Multigenerational Workplace: Bridging the Gap

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Traditionalists: born
before 1946

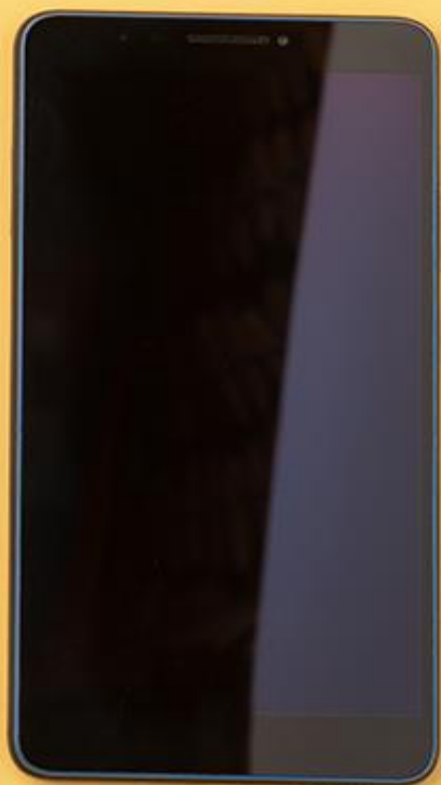
Baby Boomers:
1946-1964

Gen X: 1965-1979

Gen Y: 1908-1995

Gen Z: 1996-2010





Where shall we begin?

Are beliefs about generational differences:

- A) True
- B) False
- C) Biased
- D) Any of the above



A diverse group of five business professionals in an office setting, smiling and standing together. The group includes a middle-aged man with grey hair and a beard, a young man, a man with a beard, a woman, and a young woman in the foreground. They are all dressed in professional attire. The background shows a modern office with large windows.

Why address Generational
issues?



Benefits of understanding
the different generations:

Better communication

Collaboration

Positive results

Higher morale

Learning opportunities

Better engagement

More productivity

*What typifies the
generations? Consider
history/culture, work &
communication style.*

Reflection...

1. How would you introduce yourself?

2. What was the mood of the era you grew up in? what compelling programming, messages did you get from the media, school and at home?

3. How did those message shape/ affect who you are on the job today? How did they impact your work ethic today?



Let's chat...

What generational challenges do you encounter here?

What generational benefits do you perceive?



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Initial Ideas

- Create a shared purpose
- Align personal and organizational values
- Ask, "who owns this knowledge?"
- Communicate your preferences openly
- Cultivate a sense of humility
- A Mentor Program





Introducing the Generations:

Traditionalists – Born before 1946

Great Depression

WWII

“Children seen, not heard”

Men at work, women in home

Want to feel needed and a sense of belonging

Value “Quality”

Financial security & stability

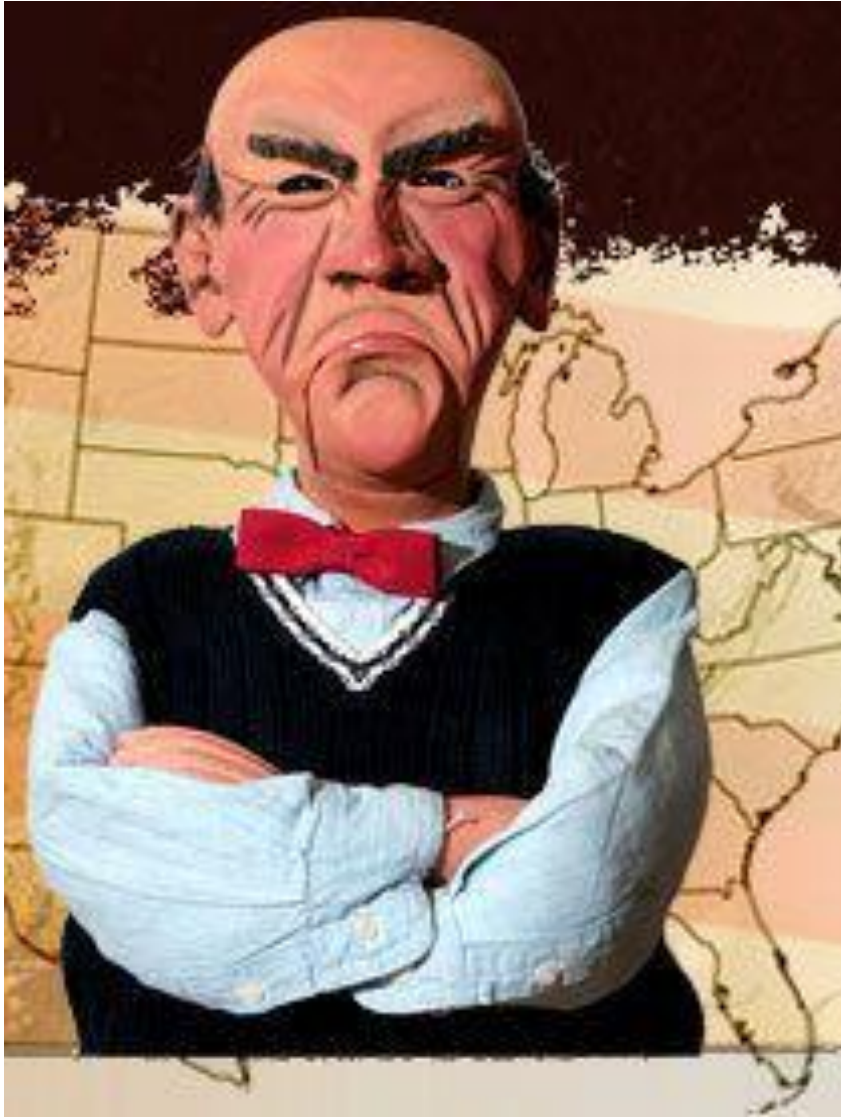
“Waste not want not”

Conformity, Unity

Loyal to employers

Promotions/raises should come from job tenure

Work ethic = Punctuality, productivity, not drawing attention to self



Traditionalists – Stereotypes

Behind the times

Rigid in thinking

Resistant to change

Avoid risks

Uninterested in technology



why are millennials |

why are millennials **so obsessed with food**
why are millennials **so stupid**
why are millennials **lazy**
why are millennials **liberal**
why are millennials **the way they are**
why are millennials **so sensitive**
why are millennials **getting fired**
why are millennials **so rude**
why are millennials **so hated**
why are millennials **so important**



why is generation x

why is generation x **so cynical**
why is generation x **called that**
why is generation x **so angry**
why is generation x **ignored**
why is generation x **so small**
why is generation x **called the lost generation**
why is generation x **so stupid**
why is generation x **frustrated with baby boomers**



why are baby boomers

why are baby boomers **called that**
why are baby boomers
why are baby boomers **so conservative**
why are baby boomers **so stupid**
why are baby boomers **so arrogant**
why are baby boomers **so rude**
why are baby boomers **the worst generation**



why are generation z |

why generation z **is screwed**
why generation z
why is generation z **so stupid**
why is generation z **important**

Baby Boomers – 1946-1964

Civil Rights Movement &
Cold War

Assassinations of JFK,
Martin Luther King, Jr.

Space race

Created “workaholic”

Rules should be obeyed
unless they are contrary to
what they want, then
they’re to be broken/
changed

Competitive

Social causes-oriented

Less importance placed on
productivity

Teamwork is critical to
success

Relationship building is
important

Success is tangible & non

Want to balance family &
work, but **live to work**



Baby Boomers

Stereotypes

Self-centered

Unrealistic

Political

Power-driven

Workaholics

Wealthy

Optimistic

Generation X – 1965-1980

Computers, MTV, Fall of Berlin Wall, Challenger explosion, Grunge/Hip-hop, AIDS epidemic

Defined as “slackers”

“Carpe diem”/ seize the day attitude

More divorces than any other generation

Independent/self-reliant

Think globally

Work/Life balance is key

Casual, friendly work environment

Appreciate feedback

Flexibility and freedom

Work smarter not harder

Entrepreneurial

Look for person whom they can invest loyalty, not a company

Work to live



Gen X – Stereotypes

Slackers

Selfish

Impatient

Cynical

Aimless

Risk takers

Generation Y/Millennials – 1981-1999

City bombings, OJ Simpson trial, Columbine shootings, the internet

Heavy student debt

Ambitious, optimistic, patriotic, impatient, entrepreneurial

Accepting of change

Individualistic yet group oriented

Very informal, busy, & shorter attention span

Achievement-oriented

Instant gratification

Open communication & positive reinforcement at work

Want job that provides personal fulfillment

Live, then work



Gen Y / Millennials

Stereotypes

Spoiled

Disrespectful

Technologically
dependent

“No” attention

Lack work ethic

Job Hoppers

Work to live

Generation Z – Born 2000 and later

Cyber-bullying, school shootings, terror attacks, housing bubble, marriage equality, handheld devices

Already entering workforce

Currently finishing college degrees, **OR...**

Don't recall a time when internet didn't exist

More realistic vs. idealistic

Private

Uniqueness

Creativity

Shareability

At Work:

Flexibility

Appreciate face-to-face

Want "supportive leadership"

Value positive relationships

Self-reliant

Feedback in real-time

Live, then work



Generation Z – Stereotypes

Constantly connected

Distracted

Apathetic

Multi-taskers

Self-involved

Scenario

You're 26-years old and have been assigned a management role in an important project that has you supervising Reed, who's 57. Among your thoughts is, "*Will he respect my authority?*" Reed, who's nearing retirement, wonders '*Why didn't I get the job?*'"

- What might you be feeling as the Millennial?
What might you be thinking as the Boomer?
What might help this working relationship?

A group of five diverse people, including three men and two women, are smiling and posing for a photo outdoors. They are all wearing high-visibility yellow safety vests. The background shows a brick building with large windows. The image is partially obscured by a dark green semi-transparent overlay on the left side, which contains text.

Pitfalls of Multi-generational workplaces

Bias decisions

Conflicts

Misunderstanding



STRATEGIES FOR MULTI- GENERATIONAL HARMONY

- ✓ Establish Respect
- ✓ Be flexible and accommodating
- ✓ Avoid stereotyping
- ✓ Be open to learn from others and help them learn from you
- ✓ Tailor/adapt your communication style
- ✓ Don't overlook Similarities

Scenario

Andrea has been with the organization for 20 years and enjoys talking about retirement. She's admittedly not great with technology, prefers in-person meetings over email and calls *herself* a "boomer." Andrea has multiple strengths, but punctuality's not one of them, as she's often double-checking things at the last minute. She arrives considerably late to an important meeting, raising eyebrows.

What helps here? What doesn't help here?



Other Strategies

Don't dwell on differences

Create cross generational mentoring opportunities

Communicate your preferences openly

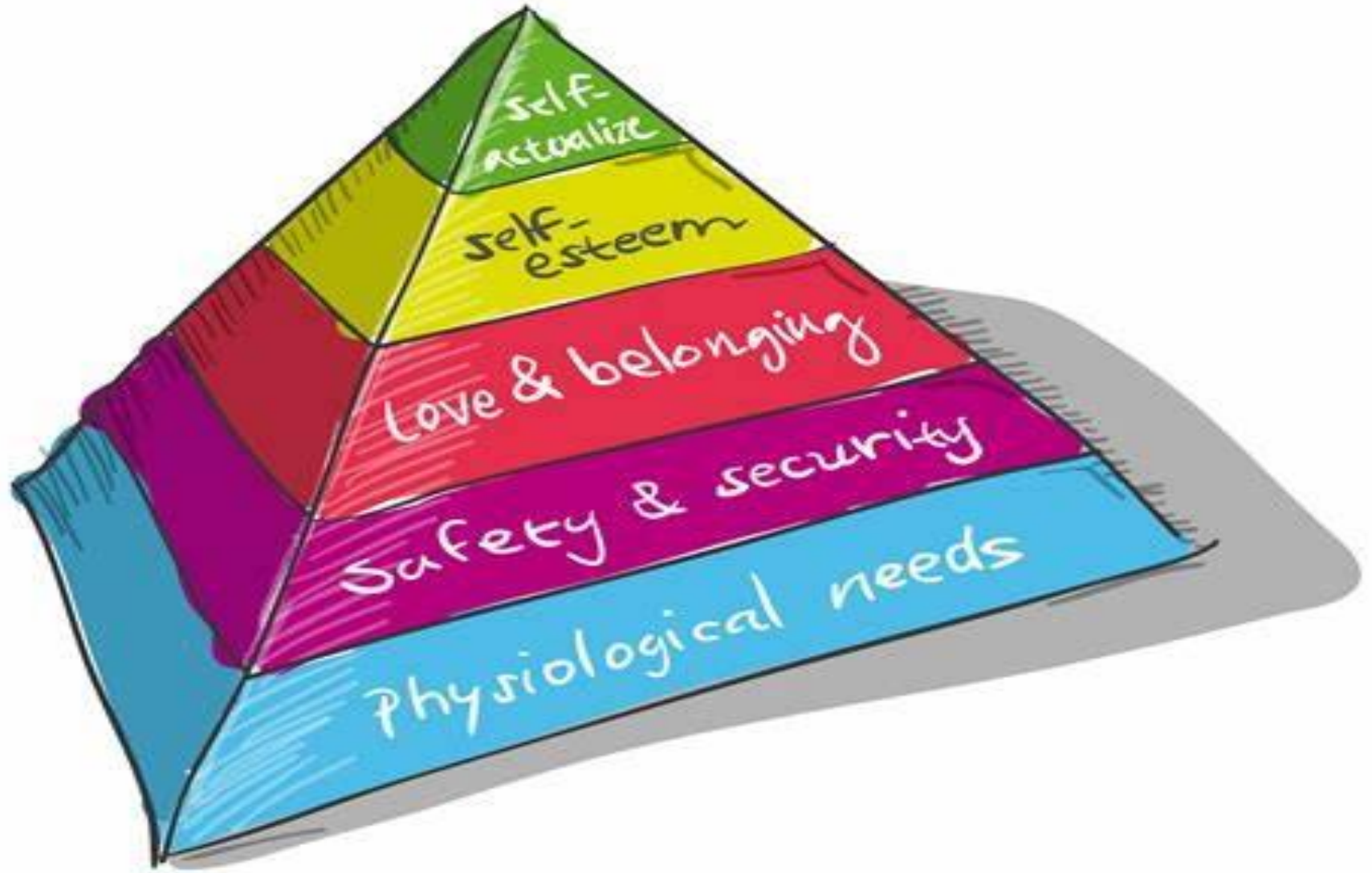
Don't play favorites

Consider life paths





Replace
judgment
with curiosity



Wrap up

What's the next step in your generation conversation?



Your EAP

Life Coaching

Mental Health Counseling

Legal & Financial Referrals

Medical Advocacy

Work Life Resources

1-800-451-1834

myassistanceprogram.com