

# Generations In the Workplace

**Traditionalists | Boomers | Gen X | Millennials | Gen Z**



# What Is a Generation?



People living at the same time who...

1. Share a common history.
2. Refer to the same icons.
3. Experienced the same societal conditions.

...during their formative years.

# 5 Generations in the Workplace

Traditionalists  
1922-1945

Boomers  
1946-1964

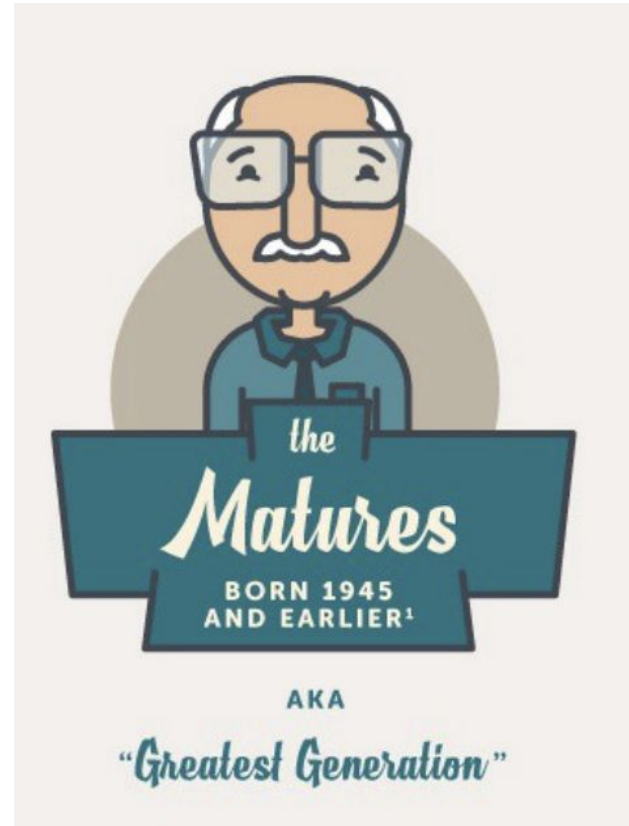
Gen X  
1965-1976

Millennials  
1977-1995

Gen Z  
1996+

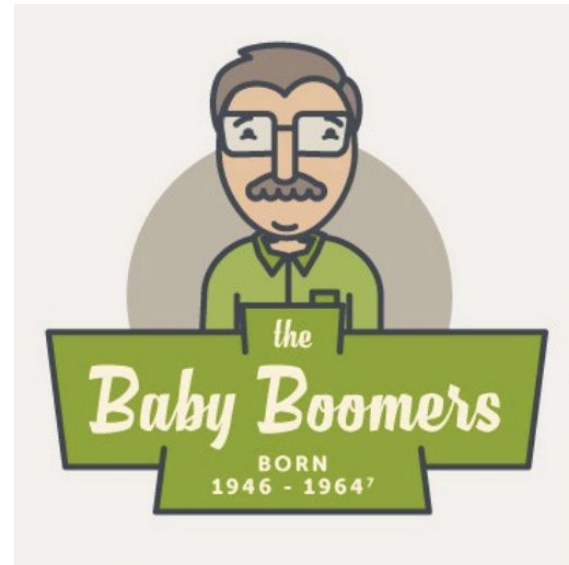
Respect for Rules  
Conformity  
Loyal  
Hard Workers  
Dedication  
Frugal

— — —



Personal Gratification  
More Conventional  
Competitors  
Silent Generation  
Optimism  
Workaholics

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Entrepreneurs  
Self-Reliant  
Realist  
Informal  
Results-Oriented

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Achievement-Oriented  
Socially Conscious  
Optimistic  
Confident  
Respect for Diversity  
Tech Savvy

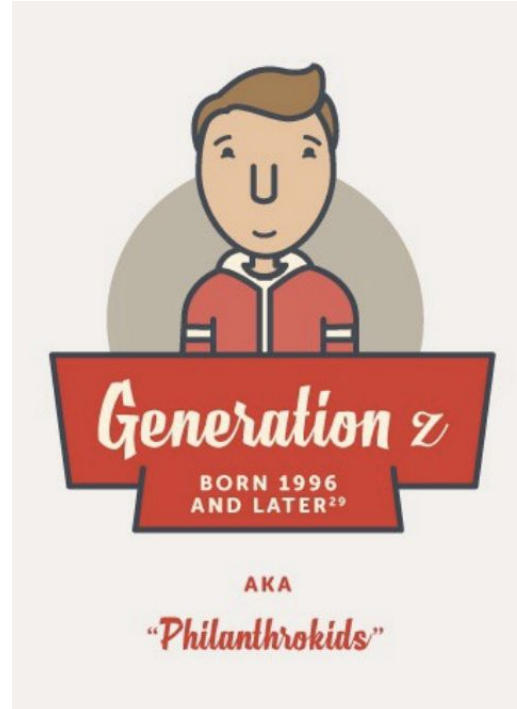
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Social  
Multi-Taskers  
Entrepreneurs  
Educated  
Cautious  
Less Focused

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# Meaning Of Work

# Work

Traditionalists

Boomers

Gen Xers

Millennials

Gen Z

Work is Work, Necessary

Work First, Identity

Work to Play, Balance

Blended Lifestyle

Greater Purpose

# Working With Others

# Working With Others

Traditionalists

Chain of Command, Hierarchy

Boomers

Challenged Command, Consensus

Gen Xers

Self-Command, Competence

Millennials

Collaborators

Gen Z

Global Connections

# Career Success

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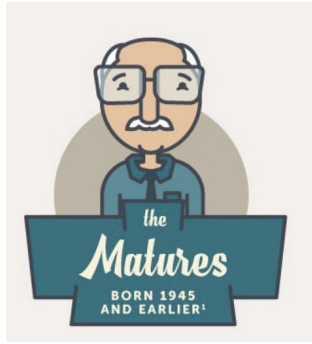
Traditionalists	Job Well Done
Boomers	Up
Gen Xers	Out
Millennials	Across
Gen Z	Social Responsibility



# Communication

# Communication

Traditionalists	No News is Good News
Boomers	Formal
Gen Xers	Gotta Minute
Millennials	Instant and All
Gen Z	Accommodating



So how are we supposed to get along?!



# Key Principles

## To Work Well With Others

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1. Find Common Ground
2. Accept Your Mutual Rightness
3. Practice the Platinum Rule
4. Focus on Productivity

**Don't Count them Out  
Tap Their Institutional Knowledge  
Question to Clarify, Not Challenge  
Communicate Face-To-Face  
Courtesy Counts  
Be a Good Steward**

— — —

Working with the Traditionalist



Ask for Input  
It's About Relationships  
Give Them a Chance  
Remember, Work First  
Communicate Friendly & Formal  
Focus on Vitality

— — —

Working with the Boomer



Provide Full Disclosure  
Use Logic & Reason  
Reward Results  
Go Casual  
Use Time Wisely  
Provide Autonomy & Flexibility



Working with the Gen Xer





**Expect Work-Arounds**  
**Accept Life of Weisure**  
**Talk About Mission**  
**Provide Social Environment**  
**Set Boundaries & Expectations**  
**Be Real**  
**Be Visual**

— — —

Working with the Millennial



**No Office Necessary  
Disclose Everything  
Let Them Work Via Various Means  
Share Your Mission & Vision  
Help Them Learn to Solve Problems  
Stress Value of Accuracy**



“That which seems the height of absurdity in one generation often becomes the height of wisdom in another.”

Adlai Stevenson



# Thank You

**Dot Frank**

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SUNDAY  
COOL