

Back in My Day: Boomers, Gen X, and Millennials at Work

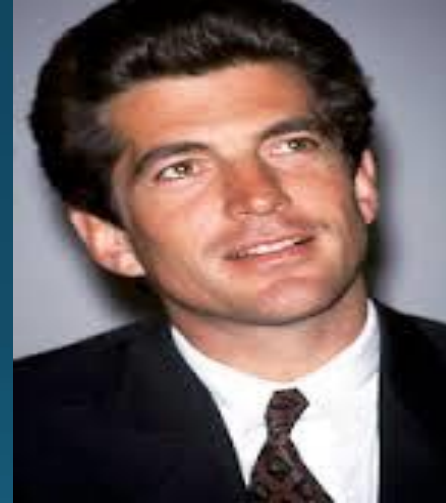


Elizabeth S. Marsal, PhD
NC Wesleyan College

- Think About This Question,
Do Not Respond Until Prompted.....

- How And Where Did Kennedy Die?

The Kennedys



The Kennedys

- John F. Kennedy (JFK), 35th President, Assassinated in 1963 by Gunshots in Dallas, TX
- Ted Kennedy, US Senator, Died in 2009
- John F. Kennedy, Jr., Died in Plane Crash near Martha's Vineyard in 1999
- Many Others.....
- Kennedy who?

What Has Happened?

- First Time in American history – 4 different generations in the workplace
- Distinct attitudes, behaviors, expectations, habits and motivations.
- “They don’t get it” or
- “They have it so much easier than we did”

Generational Fashion and Culture

- 1960's
- 1980's
- 2000's



So Who Are We??

- Veterans, Matures (1922 – 1945)
- Baby Boomers (1946 – 1964)
- Generation X, Gen X, or Xers (1965 – 1980)
- Generation Y, Gen Y, Millennial, Echo Boomers, Chief Friendship Officers (1981 – 2000)



Boomers to Bloggers

- <https://www.youtube.com/watch?v=maCqagwdFBU>

Traditionalist (1922 – 1945)

- Grew up during times of economic and political uncertainty
- Hard work
- Financially conservative
- Cautious
- Strong organizational loyalty
- Same job for life
- Not risk oriented
- Great respect for authority



Working with a Traditionalist

- Work is not suppose to be fun
- They follow rules but want to know procedures
- Frustrated by what they see as a lack of respect, discipline, logic, structure
- Consider their feelings
- Like the personal touch



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Baby Boomers (1946 – 1964)



- Grew up in times of social and political changes and economic prosperity
- Work defining part of their approach to life
- Difficulty maintaining good work/home balance
- Long term commitment to their job, not the organization
- Seek personal growth, recognition, and gratification

Working with Baby Boomers

- Want to hear that their ideas matter
- Expect to be valued in the workplace
- Careers define them, work is important to them
- Silly routines are frustrating
- Before they do anything, they need to know why, how and what
- Do well in teams
- Don't take criticism well
- Need flexibility, attention and freedom



Boomers to Bloggers

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Generation X (1965 – 1982)

- Grew up in an era of change
- Divorce became widespread
- Economic and political situation became more unstable



Working with Generation X

- Want independence in the workplace and informality
- Give them time to pursue other interests
- Allow them to have fun at work
- Give them the latest technology



Boomers to Bloggers

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Generation Y (1983 – 1995)

- Electronics filled and increasingly online socially networked world
 - Empowered parenting style
 - Not afraid to express their opinion
 - Tendency to be self confident
 - Flexible work schedule
-
- Social media central to communication techniques



Working with Millennials

- Take time to learn about their personal goals
- See it as disrespect any requirement to do things just because this is the way it has always been done
- Want to work with friends
- Reward extra effort and excellence
- Help them navigate work and family issues
- Offer structured, supportive work environment
- Interactive work environment



- Millennials vs Baby Boomers - Ellen

Generation Z (1996 to...mid 2000's)

- Less Focused
- Better Multi-Taskers
- Bargains
- Early Starters
- More Entrepreneurial
- Higher Expectations
- Big on Individuality
- More Global

Leadership Styles

- Traditionalists – Directive, Command and Control
- Baby Boomers – Consensual, Collegial
- Gen X – Everyone is the Same, Challenge Others, Ask Why
- Gen Y – TBD ????

Feedback

- Traditionalists – No News is Good News, Satisfaction in a Job Well Done
- Baby Boomers – Don't Appreciated It, Money, Title Recognition
- Gen X – Sorry to Interpret But How Am I Doing?, Freedom is the Best Reward
- Gen Y – Whenever I Want It, Meaningful Work

Motivations

- Baby Boomers – Money, Strong Title, Recognition and Respect
- Gen X – Work Fulfills Them Financially Personally, Money Is A Reward for Job Well Done Yet Doesn't Add to Value of Job
- Gen Y - Friendship

- ??? Questions???
- Comments