GENERATIONS
IN THE WORKPLACE

SPEAKER:
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THURSDAY, JULY 21, 2016 • 3:30 - 4:30 PM

Generational Differences in the Workplace

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▶ What defines a generation?

▶ How do the generations differ?

▶ Are generational differences creating "sticking points" in the workplace?

▶ How can we bridge the gap?

Defining Generations

▶ What defines a generation?

▶ Traditionalists

▶ Baby Boomers

▶ Generation X

▶ Millennials

Understanding the Generations

- How are the generations different?
  - Traditionalists
  - Baby Boomers
  - Generation X
  - Millennials

- Limitations of generational research

Workplace "Sticking Points"*

- Communication
- Decision Making
- Dress Code
- Feedback
- Fun at Work
- Knowledge Transfer
- Loyalty
- Meetings
- Policies
- Respect
- Training
- Work Ethic

*Based on work by H. Shaw (2013).

Life/Career Stage Differences

- Life Stage Considerations
- Career Stage Considerations

  - *What employees want usually is a function of their life stage and career stage, not their generation (Levinson & Deal, 2015).*

Bridging the Gap

- Recognize that stereotypes influence perceptions and can be a hindrance in the workplace.
- Consider life stage and individual career desires of the individual.
- Acknowledge differences.
- Appreciate differences.
- Find ways to maximize strengths of the individual.

Questions for Discussion

- What "sticking points" have you encountered that we did not discuss today?

- What strategies are you using that seem to reduce workplace "sticking points"?

- What ideas have we discussed today that you think will help you?

- *Thank you!*

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References

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