

Generations at Work



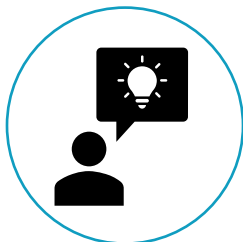
The Silent Generation | Hardworking • Reliable • Conservative • Respect Hierarchy and Authority • High Level of “Institutional” Knowledge

Capitalize on the institutional knowledge and wisdom this generation brings to the workforce. Many of the lessons they’ve learned over their lifetimes are relevant, and younger generations can benefit from their mentorship.



Baby Boomers | Optimistic • Nostalgic • Self-Sufficient • Strong Work Ethic • Team Oriented • Competitive

Provide flexible projects to keep this generation in the workforce. With high value placed on relationships, Boomers should be given mentorship roles to pass along their knowledge to younger generations.



Generation X | Balanced • Project Oriented • Creative • Efficient • Flexible • Work to Live • Hands-Off Managers • Comfortable with Change

Gen X is less formal but values training and feedback. As the Boomers retire, this generation should receive training to take on new leadership roles.



Millennials | Confident • Hopeful • Collaborative • Realistic • Self-Inventive • Want to Make a Difference • Technology-Driven • Determined

Millennials have high expectations for themselves and their employers. Give them new challenges at work and communicate the bigger picture to them so they can understand project impact.



Generation Z | Tech-savvy • Collaborative • Philanthropic • Entrepreneur • Flexible • Educated • Multi-tasker • Independent

Gen Z, while extremely competent with digital tools, needs direction on how to apply the tools for work and life. With knowledge at their fingertips, this generation enjoys both independent and collaborative projects.