Successfully Navigating the Multi-Generational Workplace

The Challenge

“Managing multigenerational workforces is an art in itself. Young workers want to make a quick impact, the middle generation needs to believe in the mission, and older employees don’t like ambivalence. Your move.”

Source: Harvard Business School Newsletter, April 2006

Objectives

- Identifying Multi-Generational Cohorts
- Recognizing generational characteristics
- Understanding the values of each generation
- Evaluating communication styles
- Managing conflict within generations
- Benefiting from differences
Identifying Multi-Generational Cohorts

Multi-Generational Cohorts defined...

“An indefinable group that shares the same birth years, age location, and significant life events at critical developmental stages of their lives.”

Source: Kupperschmidt, 2000

Generation Types

Traditionalists (before 1946)

Baby Boomers (1946 - 1964)

Generation X (late 1960's - late 1970's)

Millennials (1980's - 1990's)
Recognizing Generational Characteristics

Traditionalists (before 1946)

- Disciplined
- Dislikes conflict
- Detail oriented
- View history as a way to plan for the future

Baby Boomers (1946 – 1964)

- Adaptive
- Goal-oriented
- Focuses on individual choices and freedom
- Adaptive to a diverse workplace
- Positive attitudes
**Generation X (late 1960’s – late 1970’s)**

- Adaptability
- Independence
- Self-reliant
- Family oriented

**Millennials (1980’s – 1990’s)**

- Craves change and challenges
- Creative
- Exceptionally resilient
- Committed and loyal
- Accepts diverse backgrounds easily

**Meet Herb...**

Herb has been working in the leather tannery business for 23 years. He originally started out as a hide dyer but due to his strong work ethic he was promoted to his current role as a plant supervisor. His wife often complains about him not spending enough time around the house due to his loyalty to the job.
Meet Herb...

What generation is Herb?

A. Traditionalist
B. Baby Boomer!!
C. Generation X
D. Millennial

What is a value?

According to Merriam Webster...

“a relative worth, utility, or importance”

Understanding Generational Values and Work styles
The 10 Truths...

1. All generations have similar values
2. Everyone wants respect
3. Trust matters
4. Everyone wants credible, trustworthy leaders
5. Office politics is an issue

Source: http://idimage.com/bridging-multi-generational-gaps-sharing-common-values/

The 10 Truths...

6. No one really likes change
7. Loyalty depends on context
8. Retention is about doing the right things, not age
9. Everyone wants to learn
10. Almost everyone wants a coach

Traditionalists

- Believe in conformity, authority and rules
- Logic
- Defined sense of right and wrong
- Loyalty and respect for authority
Baby Boomers

- Individual choice
- Community involvement
- Ownership
- Prosperity
- Health and wellness

Generation X

- Contribution
- Feedback and recognition
- Autonomy
- Time with manager

Millennials

- Self-expression vs. self-control
- Marketing and branding
- Acceptance of violence
- Lifestyle enjoyment
- Earning respect
Myths and Reality

- Baby Boomers are workaholics...
- Generation X’ers aren’t willing to work hard...
- Millennials are only in it for themselves...

Variations of Work Styles

“Each generation has unique characteristics, influences, work ethics, core values, and respect and tolerance for others that affect how its members interact, communicate and learn in the workplace.”

Source: T. Cekata, 2012

Today’s Demographics

- 12%: 28 million people in U.S.
- 30%: 74.9 million people in U.S.
- 27%: 66 million people in U.S.
- 31%: 75.4 million people in U.S.

Source: Pew Research Center, 2016
Variations of Work Styles

**Traditionalists**
- Seek consistency and uniformity
- Past-oriented
- Prefer organizational structure
- Like command-and-control leadership

**Baby Boomers**
- Confidence in tasks
- Emphasize in team-building
- Avoid conflict
- Seek collaborative, group decision making

**Generation X**
- Productivity
- Work/life balance
- Technologically competent
- Ethnic diversity
- Free agents
Variations of Work Styles

Millennials
- Likes to know the big picture perspective
- Flexibility (work/dress)
- Views work as self-expression
- Feeling of entitlement
- Instant gratification

Ricky and Tammy

Ricky has just been hired as a pharmaceutical representative in his hometown. His supervisor Tammy, 46, is having a hard time adjusting to Ricky’s work style versus the older employees she supervises. He comes in exactly at the start of his scheduled time (while the others come in 30 minutes prior) and is occasionally found surfing the internet. She thinks he’s lazy!

Is Tammy’s opinion of Ricky’s work ethic accurate?

A. Yes
B. No
Evaluating Communication Styles

How do we communicate?

• Facial expressions
• Gestures
• Pointing/Using hands
• Writing
• Drawing
• Touch
• Eye contact
• Using equipment (text/computer)

Communication Rules

Golden Rule
Do unto others as you would have them do unto you

Titanium Rule
Do unto others, keeping their preferences in mind
Four Types of Communication Behaviors

#1 Passive
#2 Aggressive
#3 Passive - Aggressive
#4 Assertive

Source: serenityonlinetherapy.com

Passive Communicators

A. Fail to assert for themselves...
B. Allow others to deliberately or inadvertently infringe on their rights...
C. Tend to be very impulsive...

Source: serenityonlinetherapy.com

Aggressive Communicators

A. Interrupt frequently...
B. Use facial expressions that don't match how they feel (such as smile when angry)...
C. Use humiliation to control others...

Source: serenityonlinetherapy.com
Passive-Aggressive Communicators

A. Tend to speak softly or apologetically ...

B. Appear cooperative while purposely doing things to annoy and disrupt ...

C. Deny there is a problem ...

Source: serenityonlinetherapy.com

Assertive Communicators

A. Feel in control of self ...

B. Will not allow others to abuse or manipulate them ...

C. Use subtle sabotage to get even...

Source: serenityonlinetherapy.com

Communicating within Generations

<table>
<thead>
<tr>
<th>Communication Preferences</th>
<th>Traditionalists</th>
<th>Baby Boomers</th>
</tr>
</thead>
<tbody>
<tr>
<td>Written</td>
<td>Auditory</td>
<td>Face-to-face</td>
</tr>
</tbody>
</table>

Source: serenityonlinetherapy.com
Differences within Generations

<table>
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<th>Communication Preferences</th>
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<th>Millennials</th>
</tr>
</thead>
<tbody>
<tr>
<td>Email</td>
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<td></td>
</tr>
<tr>
<td>Face-to-face</td>
<td>Text messaging</td>
<td>Prefer written instructions</td>
</tr>
<tr>
<td></td>
<td>Blogging</td>
<td></td>
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</tbody>
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Meet Jessica

Jessica is a new employee at Badger Enterprises. Her supervisor Jack developed a policy indicating that staff must call him if they cannot come to work. However, Jessica prefers to email or text him and has verbally indicated that she believes her method is more efficient and he should consider a policy revision.

Based off of Jessica’s communication preference, what generation is she?

A. Traditionalist
B. Baby Boomer
C. Generation X
D. Millennial
Managing Conflict within Generations

Six Management Principles

1. Initiate conversations about generations
• Minimizes judgments
• Eliminates communication barriers

2. Identify needs and preferences
• Establishes relationship
• Creates a platform for success

3. Offer options
4. Personalize management styles
5. Build on strengths
6. Pursue different perspectives
Six Management Principles

3. Offer options
   • Creates opportunity for flexibility
   • Establishes boundaries/expectations

4. Personalize management styles
   • Makes yourself relatable
   • Culture of interest

5. Build on strengths
   • Diversifies your team
   • Highlights accomplishments

6. Pursue different perspectives
   • Encourages support and opportunity

Benefiting from Differences
Benefits

• Attract and retain talented people
• Flexible teams
• Greater marketing ability
• Broad-based perspectives
• More innovative and creative
• Meet the diverse needs of the public

“The rich diversity of generational perspectives, when valued, nurtured, and integrated, can lead to a more robust and adaptable work environment as well as spur teams to new heights of productivity.”

Source: KellyServices.com

Thanks for Attending