



Navigating the Generational Minefield

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Four Influences on Generational Conflict in the Work Place

- 1. The Information Explosion**
- 2. The Technology Revolution**
- 3. World View Shift from Modern to Post Modern** 
- 4. Four Generations in the Work Place Together**



Post Modernism Primer

Worldview

Time

“Mantra”

Pre-enlightenment

pre 1600

I believe therefore I am...

*Enlightenment
(Modernism)*

1600-1964

I think therefore I am...

Post-modern

1964-present

I feel therefore I am...

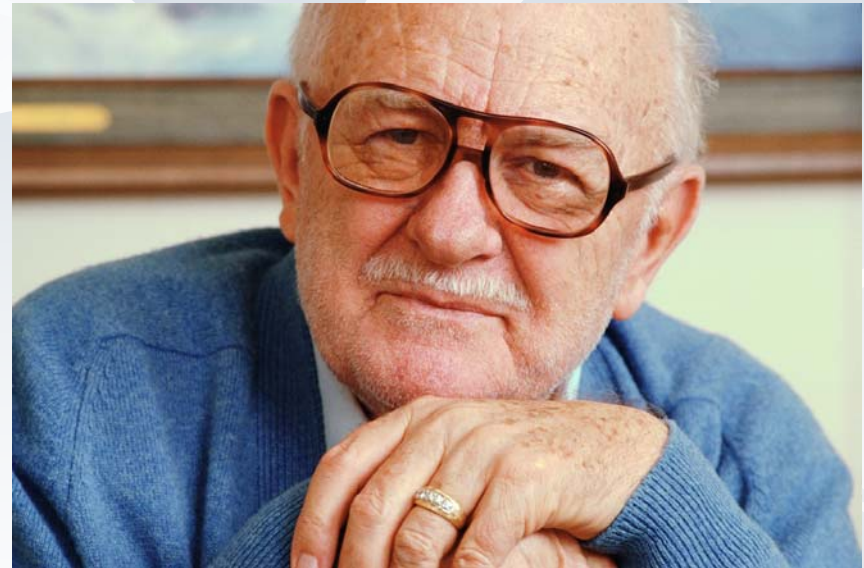


Traditionalist

Born 1922- 1942(6)

5% of the work force

LOYAL



Baby Boomers



Born 1946 -1961(4)
45% of the work force
OPTIMISTIC

Gen Xers

Born 1961(4) – 1980

40% of the work force

SKEPTICISM



Gen Y – Millennial Screenagers-Mosaics

Born 1981 – 2000 (15- 25
year olds)

10% of the workforce, but
this percentage will
continue to rise rapidly)

REALISTIC



What They Want From Their Careers

- Traditionalist – build a legacy
- Boomer – stellar career
- Xer – portable career
- Y – parallel career

The Work Styles

- **Traditionalist – Chain of Command (entrenched in law)**
- **Boomer- Change of Command (flatten the org chart)**
- **Gen X – Self Command (independent)**
- **Gen Y – Don't Command Collaborate**

Rewarding the Generations

- Traditionalist – keep my job
- Boomer – recognition (money, title, corner office)
- Gen X – freedom (flextime & technology)
- Gen Y – work that has meaning

Every Generation Has A Question

Traditionalist - What?

Baby Boomer - How?

Gen X - Why?

Gen Y - Why?

What they want to give their children?

- **Traditionalist – Education**
- **Baby Boomer – Stuff**
- **Generation X – Time**
- **Generation Y- Yet to be determined**

Perspective on Job Change

- **Traditionalist...**

“Job changing carries stigma.”

- **Baby Boomers...**

“Job changing puts you behind.”

- **Generation Xs...**

“Job changing is necessary.”

- **Generation Y...**

“Job changing is part of my daily routine.”

Perspectives on Feedback

- **Traditionalists...**

“No news is good news.”

- **Baby Boomers...**

“Feedback once a year, with lots of documentation.”

- **Generation X...**

“Sorry to interrupt, but how am I doing?”

- **Generation Y...**

“Feedback whenever I want it at the push of a button.”

Perspectives on Authority/Leadership

Traditionalist – Hierarchy/Respectful

Baby Boomer – Consensus

Gen X – Competence/unimpressed

Gen Y – Teamwork/Polite



Time

The reward for every generation

Work Ethic

Traditionalist - Dedicated / 2-3 jobs

Baby Boomer – Driven/ early and late

Gen X – Balanced/3 directions

Gen Y – Determined/time

Technology Style

Traditionalist – Just Enough

Baby Boomer – Just in Time

Gen X – Of Course!/multi-tasking

Gen Y- Seamless/MUST multi-task

World Outlook

Traditionalist – Practical

Baby Boomer – Optimistic

Gen X – Skeptical/pragmatic

Gen Y – Hopeful (the power of me)

Values

Traditionalist – Dedication/sacrifice, conformity, delayed reward, duty before pleasure

Baby Boomer – Work, team orientation, personal gratification, personal growth

Gen X – Balance, diversity, fun, self-reliance

Gen Y – Civic duty, environment, diversity, achievement/entrepreneur, morality

“If the generations are to thrive and not just survive we need translators and interpreters rather than declarations of war.”

May Pipher