

WORKING WITH DIFFERENT GENERATIONS

	TRADITIONALIST	BOOMERS	GENERATION X	GENERATION Y
CORE VALUES	Respect for Authority; Conformers; Discipline	Optimism; Involvement	Skepticism; Fun; Informality	Realism; Confidence; Extreme Fun; Social
I NEED	Respect	Status	Feedback/Autonomy	Structure/To Contribute
REWARD/MOTIVATION	Acknowledge expertise	Symbols of Achievement/Promotion	Professional Development/Flexibility	Flexibility/Growth
ATTITUDE	"Get the Job done."	"Let's have a meeting and talk about it."	"I'll do my part, you do yours – we'll meet you later."	"I can, I will, just let me."
WORK ETHIC	Sacrifice	Driven	Balance	Integration
COMMUNICATION MEDIA	Rotary phones One on one Write a memo	Touch-tone phones Call me anytime	Cell phones Call me at work only	Internet Picture phones E-mail
TRAINING	"I learned it the hard way. You can too."	"Train 'em too much and they'll leave."	"The more they learn, the more they stay."	"Continuous learning is a way of life."
FEEDBACK	"No news is good news."	"Feedback once a year, with lots of documentation."	"Sorry to interrupt, but how am I doing?"	"Feedback whenever I want it at the push of a button."
RETIREMENT	Reward.	Retool.	Renew.	Recycle.

Practically speaking, our perceptions are our realities. Caution, they can be limiting.

TRADITIONALISTS may be perceived as:

- ✚ Set in their ways
- ✚ Judgmental
- ✚ Distant

BOOMERS may be perceived as:

- ✚ Self-absorbed
- ✚ Workaholics
- ✚ Rigid

GENERATION Xers may be perceived as:

- ✚ Cynical
- ✚ Ungrateful
- ✚ Disloyal

GENERATION Yers may be perceived as:

- ✚ Inexperienced
- ✚ Overly confident
- ✚ Impatient

