

# Generational Considerations In the Workplace

You have a team with a Traditionalist, a Baby Boomer, a GenX, a Gen Y and a Gen Z. One person thinks the way you have always done it is good enough, while another thinks that things can always be improved. One has no opinion and just wants everyone to get along, while the fourth person is sitting back, Tweeting all the comments being made on social media. The last person isn't really sure what everyone is talking about. Consider the following 5 principles to decide how you will help the team work together.

- 1). **Work styles.** Command & control or autonomous decision-making? Describe the different work styles of each generation. Are these differences respected in your workplace? Why or why not?
- 2). **Generational values.** Hard work or work/life balance? Describe each generation's values, and how these might impact their work. Does your workplace culture emphasize some generational values over others? Why do you think so?
- 3). **Generational concerns.** Retirement or advancement? Discuss how people's needs change over the course of a person's life, and how these needs impact the workplace. Is your workplace flexible to people's changing needs? Why or why not?
- 4). **Commonality.** Each generation is unique in their values, attitudes and experiences, but we know that people are more alike than they are different. Describe some ways that all generations are similar. How does your workplace capitalize on these commonalities? How could they improve?
- 5). **Learn from each other.** Each generation has a diverse set of knowledge, experience and wisdom, but sometimes it can be hard to identify what strengths each generation brings because of the conflict which can ensue. Describe the knowledge that each generation brings to the workplace, and explain how you could capitalize on these diverse perspectives to improve your workplace.