

Generational Differences: A New Perspective in the Workplace

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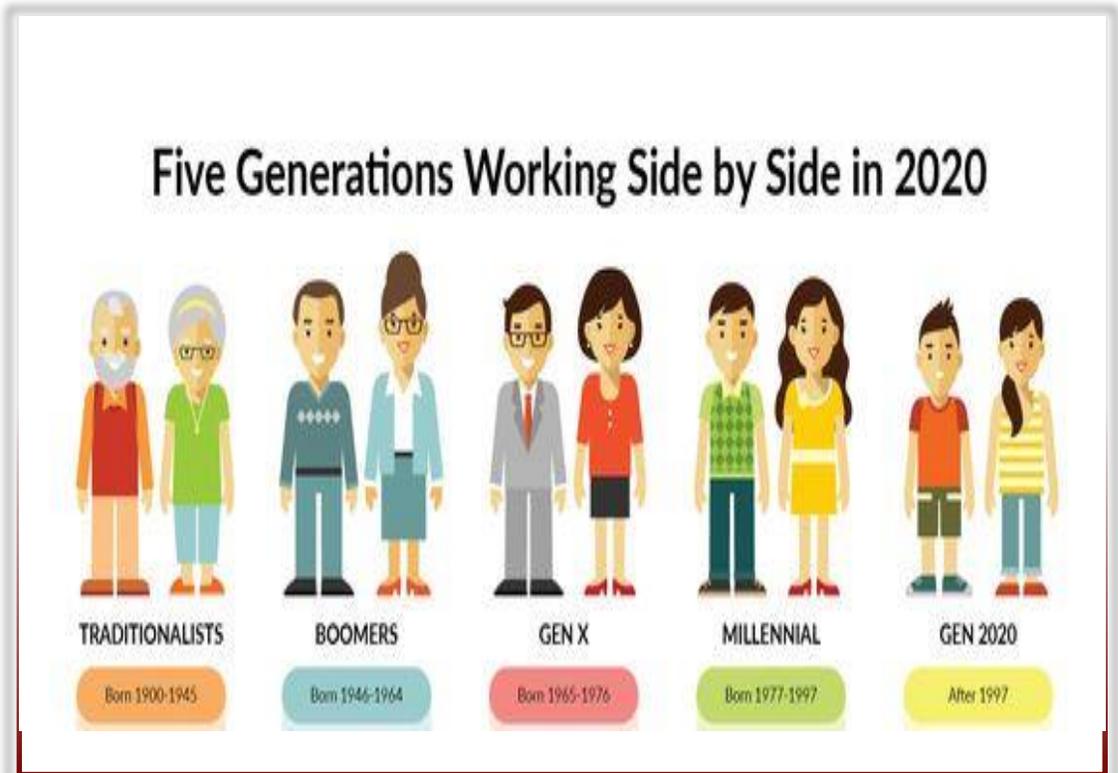
Five Generations. One Office.

The Generations:

- Traditionalists, 1928 -1943
- Baby Boomers, 1944 - 1964
- Generation X, 1965 - 1980
- Millennials (Generation Y), 1981 - 1994
- Generation Z- 1995 – 2012

Bonus:

- (Generation Alpha, 2013 – 2025)





Think about the different generations that are represented in your workspace?

Unconscious Bias

<https://diversity.ucsf.edu/resources/unconscious-bias>

- ... are social stereotypes about certain groups of people that individuals form outside their own conscious awareness. Everyone holds unconscious beliefs about various social and identity groups, and these biases stem from one's tendency to organize social worlds by categorizing.

Bias: Let's Get Uncomfortable!

Take a moment to write down some bias towards at least one of the generations, that has manifested in your actions, words or thoughts.

Come on, we all have them. Don't be afraid 😊.

- Traditionalists have to . . .
- Boomers never . . .
- Gen X-ers think they . . .
- Millennials always . . .
- Gen Z-ers are the most . . .

Is anyone comfortable sharing some thoughts?

This is a safe space to address your bias.

Personal Bias and Leadership



Bias	What I believe	How it impacts my leadership

Steps to Eliminate Bias

- Awareness and identification
- Focus on facts
- Get an outside perspective
- Focus, initially, on ideal generation

- True Value (and not the hardware store 😊)
- The “Why”
- Put me in, Coach!
- Listen.
- My way or the highway!
- Remember the Alamo
- It’s all Greek to me 😞

Think of flexibility as the yoga for your mind.

Relax, Relate,
Release: Are you
flexible?



What will you take away and put into practice?



Go forth and safely manage across the ages with flexibility, and an open mind!

THANK YOU

Good Links for Further Thought

- <https://www.youtube.com/watch?v=u6XAPnuFjJc>
Daniel Pink, *Drive*, Whiteboard
- <https://www.youtube.com/watch?v=hER0Qp6QJNU>
Simon Sink on Millennials in the Workplace
- https://www.ted.com/talks/shonda_rhimes_my_year_of_saying_yes_to_everything?language=en
Shonda Rhimes, Ted Talk