

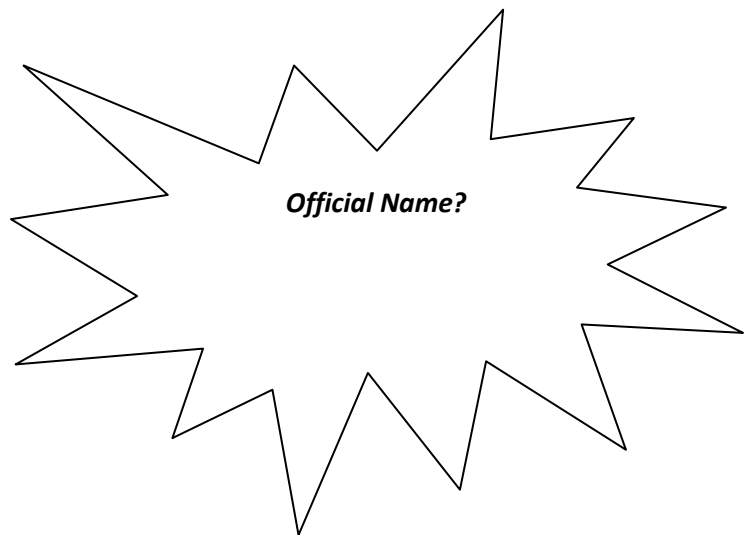
Who are the generations?

	World War II	Baby Boomer	Generation X	Millennial
Population	52 million	80 million	46 million	76 million
Born Between	1925–1945	1946–1964	1965–1981	1982–2000
Ages	70 +	51-69	34-50	15-33

What’s After Millennials?

Nicknames

- Re-Gen
- NextGen
- Gen Z
- Pluralist Gen (Plurals)



What We Know About Them...

General Characteristics

- Raised by Xer parents = more realistic
- Enter workforce 2020+
- 19% of overall population
 - 55% Caucasian
 - 24% Hispanic
 - 14% African American
 - 4% Asian
 - 4% Other



What Millennials Want

What are your Non-Negotiables?

→ Areas of non-flexibility based on your department, office or organization's mission and vision.

Successful Millennial Integration – Best Practices



Generational Job Aid

	World War II 1925-1945 52 million	Baby Boomer 1946-1964 80 million	Generation X 1965-1981 46 million	Millennial 1982-2000 76 million
Work-Life Balance	Gives all to the company because the company rewards loyalty. Wants support as they shift balance during retirement.	<i>Works to prove self and get ahead financially.</i> <i>Wants to balance everyone else and find self meaning.</i>	Protects home life by working hard, then going home. Wants balance now, not when they retire.	<i>Believes company should view them as customers in demand.</i> <i>Wants flexibility to balance all activities.</i>
Leadership Styles and How to Get Respect	Chain of command. Respect given automatically.	<i>Consensus builders. Respect earned over time.</i>	Self-command, independent. Respect given to competent individuals.	<i>No command, instead collaborate. Respect based on feeling valued/heard and competence.</i>
Team and Coworkers =	Part of the chain	<i>Competition</i>	Independent partners	<i>Essential key to team</i>
Feedback	Indicates they did something wrong, no news is good news.	<i>Wants occasional, written and documented feedback.</i>	Prefers continuous (often face-to-face).	<i>Looks for instantaneous and at the push of a button.</i>
Motivators	Sense of duty, right thing to do, practical, real-world information.	Challenge and competition, money, prestige (titles), reputation.	Time off, feedback and affirmation, independence, self-control, flexible work options.	Co-workers, friendships at work, a company with a conscience, Flexibility in work options, skill building, immediate career paths, praise.
Why We Work	Duty, it's how I provide for my family.	<i>Self-fulfillment, I want to make a difference.</i>	To pay the bills, this is a job, not a life.	<i>To grow my skill set and help others.</i>
How We View Our Career	One job.	<i>A couple of jobs, but all changes made with purpose.</i>	Several jobs, some as long as 4 – 5 years.	<i>Many jobs, all used to further and explore who I am.</i>
Job Search Style	Why would I look for a new job?	<i>Why would I tell anyone I was looking for a job?</i>	Why would anyone care if I was looking for a new job?	<i>Why wouldn't I be looking for a new job?</i>

Generational Job Aid

	<i>World War II</i>	<i>Baby Boomer</i>	<i>Generation X</i>	<i>Millennial</i>
Resume Style	A handshake.	<i>A list of accomplishments.</i>	A way to get an interview.	<i>An online formality.</i>
Work Ethic	Dedicated and loyal.	<i>Driven and committed.</i>	Balanced work and home life.	<i>Enthusiastic and prepared to jump.</i>
Conflict	I follow orders, no questions asked, so should you. Keep your conflict issues to yourself unless it involves me.	<i>I take on the issues I don't agree with, but I believe conflict is dealt with best by resolving it as a team.</i>	I call it like I see it, even if it's not popular. ~or~ I don't really care. This is my job. I'm here to do my job and go home.	<i>I don't feel safe with face-to-face conflict, especially when it comes to customer service.</i>
Training and Education	I believe in the school of hard knocks—learn it on your own, I did.	<i>Too much training means the employee will leave the company, but personally, I value education and training. Training should be earned.</i>	There's never enough training, more is better, in fact if you don't train me enough, I'll leave.	<i>The only constant is change, so of course you'll train me often.</i>
Their strengths as employees	Consistent, loyal, hard working, historic company knowledge keepers.	<i>Driven, dedicated, competitive, team players, go above and beyond.</i>	Adaptable, tech-savvy, independent, not intimidated by authority, creative.	<i>Multi-talented, multi-taskers, respectful, collaborative, tech-experts, highly tolerant.</i>
Their weaknesses as employees	Dislike change, won't buck system, sees conflict as nonproductive, and withdraws.	<i>Big on ideas, process more important than outcome, sensitive to critique from younger workers.</i>	Impatient, not politically savvy in the corporate world, cynical, lack desire to schmooze at work.	<i>High, unrealistic expectations (starting at the top and earning big bucks), dislikes conflict, lack of experience.</i>