

## Generational Differences



**Traditionalists**  
(Born before 1946)



**Baby Boomers**  
(1946 - 1964)



**Generation X**  
(1965 - 1979)



**Millennials**  
(1980 - 1994)



**Generation Z**  
(1995 - 2010)

<b>Communication and feedback needs</b>	"No news is good news"	"Performance review once a year is sufficient"	"Frequent, honest feedback"	"Immediate feedback"	"Frequent, prompt, swift and face-to-face feedback"
<b>Working styles</b>	Do what you're told, earn your way up the hierarchy by seniority	Compete and grind your way to the top	Independent, divide and conquer approach	Highly collaborative & vocal, speaking up is important	Self-directed and independent approach to learning
<b>Motivations and priorities</b>	Treated fairly Pass time	Recognition Staying relevant and useful	Provision	Find community, meaning and purpose	Supportive leaders, meaning and purpose
<b>Work values and expectations</b>	Loyalty "I am at my workplace for eight hours. If necessary, I stay late to complete an assignment"	Driven "I am at my workplace for eight to 10 hours. If necessary, I will take work home"	Efficiency "I try to complete my work at the office. If necessary, I will take it home"	Work-life integration "This is a 24/7 world, I work until 5:00 and will log on tonight"	Work-life balance "I don't want to think about work after working hours"

## Addressing the Generation Gap at Work: What Motivates Your Employees?

	Baby Boomers	Generation X	Millennials	Generation Z
1.	 Good health insurance/benefits plan	 Salary	 Salary	 Salary
2.	 A boss that they believe is worthy of their respect	 Job security	 Job challenges/excitement	 Ability to pursue passions
3.	 Salary	 Job challenges/excitement	 Ability to pursue passions	 Job security

## Addressing the Generation Gap at Work: Understanding the Preferred Communication Styles in Use

	Baby Boomers	Generation X	Millennials	Generation Z
In-Person Communication 	40%	34%	31%	26%
Email 	35%	34%	33%	16%
Phone 	13%	13%	12%	31%

## Check out these bonus resources!

15 Ice Breakers for a multigenerational workforce!

<https://blog.bonus.ly/ice-breakers>

Generational Differences Trivia Quiz

<https://www.proprofs.com/quiz-school/story.php?title=generational-differences>

Generational Values in the Workplace: Differences and Dominant Values - Quiz & Worksheet

<https://study.com/academy/practice/quiz-worksheet-generational-values-in-the-workplace.html>

Can You Match the Statistics To The Correct Generation?

<https://play.howstuffworks.com/quiz/can-you-match-the-statistic-to-the-correct-generation>