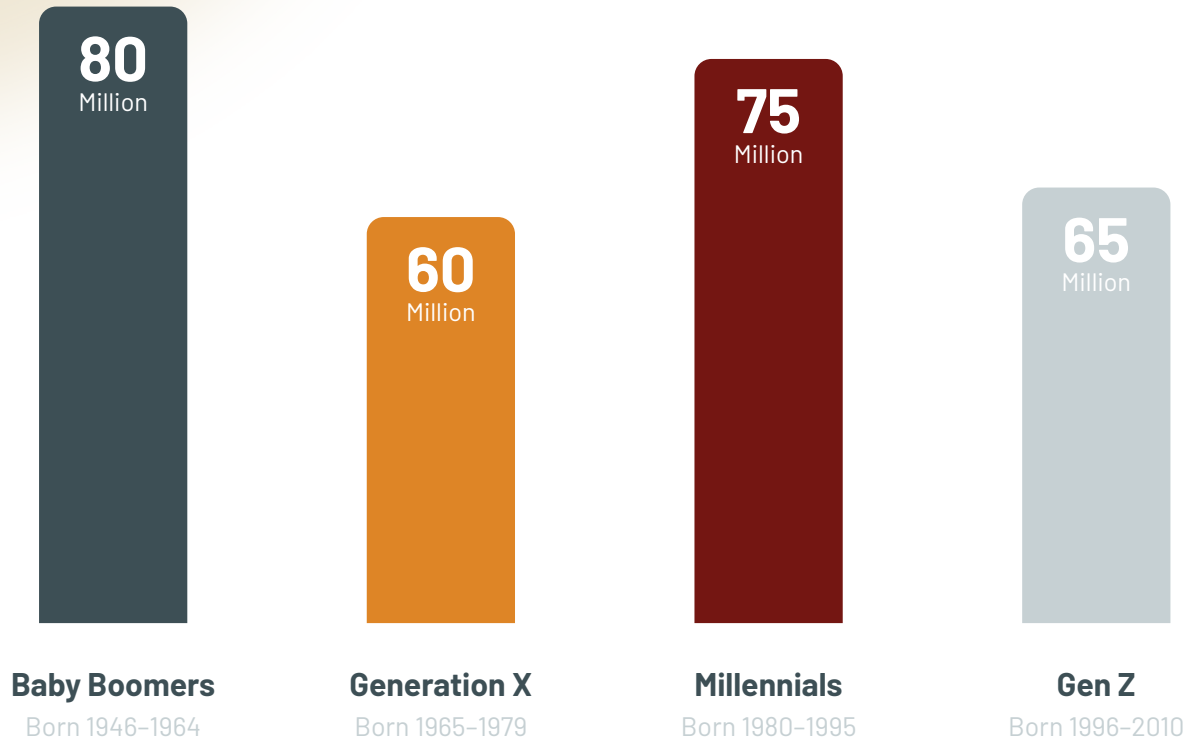


Connecting Across Generations



Strategies for Connecting Across Generations at Work and Beyond

Baby Boomers *Born 1946–1964*

Traits: Competitive • Idealistic • Polished

Respect their experience. Baby Boomers typically have a wealth of professional experience. Show respect for their knowledge and expertise by seeking their input and valuing their contributions.

Be patient with change. Baby Boomers may not always be as quick to embrace change as younger generations. When introducing new processes or technologies, provide training and support to ease the transition.

Showcase strong interpersonal communication. Baby Boomers appreciate formal and professional communication, so avoid excessive jargon or acronyms. They also appreciate face-to-face or phone conversations over constant digital communication.

Provide training and development. Baby Boomers appreciate the chance to stay up-to-date with the latest technologies and industry trends.

Mentorship programs. Implement mentorship programs that pair younger employees with Baby Boomers. This can facilitate knowledge transfer and create a sense of purpose and camaraderie.

Recognize their work ethic. Baby Boomers are often associated with a strong work ethic. Acknowledge their dedication and commitment to their jobs. Show Boomer managers that you're willing to go the extra mile. Work ethic and initiative go a long way.

Come prepared. Boomers appreciate well organized collaboration with roles and responsibilities clearly defined.





Generation X *Born 1965–1979*

Traits: Independent • Skeptical • Efficient

Generation Xers value autonomy and independence. Give them the freedom to work on projects in their own way and trust them to get the job done without micromanaging them.

The Sandwich Generation. Many Generation Xers prioritize work-life balance. Be mindful of their need to balance work with family and personal commitments. Offering flexible work arrangements and respecting their time outside of work can go a long way.

Generation Xers prefer direct and straightforward communication. When providing feedback or discussing projects, be clear, concise, and honest. They value open and honest conversations.

For Generation X, teamwork is part of the process, not the entire process. Make sure meetings have a clear purpose and agenda. With Generation X managers, showcase your ability to work independently as well as on a team.

Generation Xers are committed to personal and professional growth. Encourage continuous learning and provide opportunities for skill development and career advancement.

Millennials *Born 1980–1995*

Traits: Collaborative • Innovative • Adaptable

Authenticity. Millennials tend to communicate in a casual and authentic manner. They appreciate genuine exchanges over formal ones.

Team players. Millennials value collaborative work environments that allow them to contribute ideas and work together on solutions.

Provide feedback in real-time, don't wait too long to offer your guidance. When offering feedback to Millennials, make it a conversation. Find out where they are feeling challenged. Acknowledge and celebrate achievements. Recognize and celebrate the accomplishments of Millennials in your organization. Publicly acknowledge their contributions to boost morale and motivation.

Be open to new ideas and change. Millennials are often early adopters of new technologies and ideas. Be open to their suggestions and be willing to adapt to new ways of doing things.

Encourage Work-Life Integration. Millennials are results-oriented and value a flexible workplace. Instead of strict boundaries between work and personal life, promote work-life integration where employees can blend their personal and professional lives more seamlessly.

Provide opportunities for social impact. Millennials are passionate about social issues. Encourage volunteerism or corporate social responsibility initiatives to align with their values.

Gen Z *Born 1996–2010*

Traits: Risk-averse • Resolute • Cooperative

Lead by example. Demonstrate the qualities and behaviors you want to see in your Gen Z employees. Be adaptable, open to feedback, and committed to personal and professional growth.

Set expectations and offer direction. This is a risk-averse generation that wants to meet your expectations, be clear and deliberate with communication.

Gen Z appreciate regular feedback on their performance. Be specific and constructive in your feedback and offer a roadmap for improvement. Increase the frequency of feedback, but decrease the duration.

Recognition. When recognizing their performance, show Gen Zers the meaning behind the reward. This will make the incentive more transformational than just transactional.

Embrace diversity and inclusion. Promote diversity in your workplace and create an inclusive culture where everyone feels valued. Diversity and inclusion is not a workplace perk, it's a baseline expectation for Gen Z.

Offer support to Gen Zers who are feeling anxious or overwhelmed. Gen Z report high levels of stress and anxiety.

Gen Z values career advancement and growth. Provide clear pathways for career progression and mentorship opportunities.

Be patient and offer guidance as needed. While Gen Z may be tech-savvy and eager to learn, they may lack experience in certain areas.

Remember that individuals within any generation are unique, so it's important to approach each person as an individual with their own preferences and needs. These tips can serve as general guidelines, but it's essential to be flexible and adaptable in your approach to working with any generation.

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