

When Generations Collide

– (I wasn't able to download my actual Prezi presentation so here are my notes)

This year's first year students entering college were born in 1994 –

- Kurt Cobain, Jacqueline Kennedy Onassis, Richard Nixon and John Wayne Gacy have always been dead.
- The Packers have always celebrated with a Lambeau Leap.
- Exposed bra straps have always been a fashion statement.
- A significant percentage of them will enter college already displaying some hearing loss.
- They have always lived in cyberspace.
- They have never seen an airline "ticket".
- They should keep their eyes open for Justin Bieber at freshman orientation.
- While still fans of music on radio, they often listen to it on their laptops or replace it with music downloaded onto their MP3s and iPods.
- Their folks have never gazed with pride on a new set of bound encyclopedias on the bookshelf.
- There have always been blue M&Ms, but no tan ones.
- Point and shoot cameras are soooooo last millennium.

Traditionalist-1925 - 1945

- *Great Depression, WWII, Korean War, Space Age*
- *Also known as Veterans, Radio Babies, Forgotten Generation*
- Experience hard times while growing up which were followed by times of prosperity.
- Conservative, respectful, disciplined, loyal to the organization, Duty before pleasure
- Respond well to directive leadership; value seniority, motivator is self-worth,
- Attire – formal – suit, hats, women wear dresses and hats/gloves
- Women stayed at home and went to Ladies Aid
- Work environment is office only
- Workplace View on Respect for Authority – authority based on seniority and tenure
- View on Time at Work - punch the clock and get the job done.
- Preferred Work Environment – work hard to maintain job security
- Core Values – value placed on history/traditions, job security and stability, clearly defined rules and policies, do what you know needs to be done, sacrifice
- Coffee - black

Baby Boomers- 1946 - 1964

- *Vietnam, Suburbia, "Me" generation, Space Travel, Sexual Revolution, credit card use started*
- Largest group in the workplace, optimistic; see the big picture; competitive; personal growth & gratification; materialistic; uncomfortable with conflict; respect the rules; technology is problematic; motivation is salary and title; highest divorce rate and 2nd marriages in history. The American Dream was promised to them as children and they pursued it. As a result they are often seen as greedy and materialistic.
- Anti-war, anti-government, equal rights, equal opportunities
- Attire is business casual – sports coats and ties with occasional sports coat with no tie; women wearing dresses to church but no longer wearing hats/gloves
- Work environment is office only – long hours – this generation started the 60+ hour weeks;

- Workplace View on Respect for Authority – Originally skeptical but became more like traditionalists – time equals authority.
- View on Time at Work - Workaholics – invented the long weeks
- Preferred Work Environment – were hesitant to take too much time off for fear of losing their place on the team. Imbalance between work and family
- Core Values – make a contribution, fit in with the mission, team approach, need clear and concise job expectations, like to achieve work through teams
- Coffee with sugar & cream

Generation X- 1965 – 1980

- *Desert Storm, MTV, Watergate, Energy Crisis, Dual income families and single parents; 1st generation of latchkey kids, Y2K, end of Cold War, Michael Jordan, Fall of Berlin Wall*
- Smallest generation of the five in the work place - not enough people to fill positions
- Latch-key generation (independent); cynical and skeptical; don't like to be micro-managed; technology literate (first computer labs) work/life balance; adaptable to change; jobs are stepping stones (7 job changes); positive attitude; impatient (no seniority); goal-oriented; multitasking; thinking; flexible; give task and do their way; Perceptions shaped by growing up having to take care of themselves, politicians lie and parents getting laid off. 1st generation to NOT do as well financially as their parents.
- Attire – business casual – khakis and shirts tucked in, ties without sports coats
- Work Environment -starting to split job between work and home (motivation is freedom and security; women forced to work outside of home to support themselves.
- Workplace View on Respect for Authority - Skeptical of authority figures and will test authority.
- View on Time at Work - Project oriented. Get paid to get the job done.
- Preferred Work Environment – they focus on clear balance after watching their parents. Do not worry about losing their place on the team if they take time off.
- Core Values – dynamic young leaders, forward thinking, flexibility in scheduling, keep them engaged or they will seek elsewhere.
- Coffee - sugar with flavored cream

Gen Y- 1981 - 2000

- *Child focused world (helicopter parents), school shootings, 9/11; Columbine; internet boom, Bill Gates, email, Digital Media, AIDS*
- Technology savvy (always “on”); confident; sociability; street smart; build several/parallel careers (have several jobs @ the same time – involved in everything); impatient – question why someone is in a role vs someone else; difficulty making independent decision and critical of skills for dealing with difficult people; multitask; need flexibility; motivation is meaningful work and maintain the personal life; Typically grew up as children of divorce. They hope to be the next great generation & turn around all the “wrong” they see in the world today. More sheltered than any other generation (getting a ribbon for participation)
- Attire - whatever feels comfortable, shirts hanging out, jeans in church by both men and women, baseball caps starting to be seen “indoors”
- Work environment is office and home with flexibility to work either; women working outside the home as well. 2nd largest group in the work place.
- Workplace View on Respect for Authority - will test authority but seek them out when looking for guidance.

- View on Time at Work - Effective workers but gone at 5pm on the dot. View work as a “gig” that
- Fills the time between weekends.
- Preferred Work Environment – they balance work and life. Flex time, job sharing, and sabbaticals will be requested by this generation.
- Core Values – want to be challenged (don’t want a boring job), treated with respect regardless of age, expect to learn new technology and skills, flexible schedule and want to make a difference.
- Coffee – tall latte with mocha

Gen Z – 2001 – present

- *Mass shootings, iPhone, 911, Al Qaeda, Super Storm Sandy, and Saddam Hussein captured*
- Customized instructions. Will grow up with a highly sophisticated media & computer environment.
- Attire – very casual – baseball caps in church will be the norm, shorts
- Involvement – give me a reason why
- Coffee – full-bodied espresso with bittersweet mocha sauce and steamed milk, topped off with sweetened whipped cream.

- Notes:

- Traditionalists are retired and tired of “doing it all in church:

Baby Boomers – 68% feel younger people do not have as strong a work ethic as they do

Gen X – dislike being micro-managed and want a “hands off” environment

Gen Y – 46% of work force by 2020 and could be ill prepared for the workforce because they have been sheltered.

½ of US workers are working for a boss younger than themselves by 10 years; not uncommon to have 50 year olds managed by 30 year olds; millennials think they should be promoted every 2 years, regardless (because of their getting all those participation ribbons as kids)

By 2015 the millennials will be the majority

By 2020 we will see 5 generations in the workplace

Communications – how do I communicate with them?

Boomers – face to face and email

Gen X – email

Gen Y – texting

Gen Z – texting – google doc, schedulers

What issues do you think creates the biggest barriers in generation gaps?

Technology, respect for other generations, lifestyle/culture you grew up in, and communication

Ideas for TRADITIONALIST: use them as mentors. They need to feel appreciated.

BOOMERS – Give them personal and professional growth development. How to train them?

Learning through participation, manuals, critical reflection and feedback

GEN X – Need to be direct and clear and then let them have their freedom; how to train? Web based training (allows them to ask??s), easy to read materials

GEN Y – Love a challenge, looking for empowerment along with flexibility. How to train? Multi-media environment, collaboration within the group

Questions:

What jobs do we need done in the church?

How can we change those jobs to engage the younger generations?

Are we willing to “do it differently?”