



AGE GROUP and GENERATIONAL WORKPLACE CHARACTERISTICS

	BABY BOOMERS 1946-1964	GENERATION X 1965-1980	GENERATION Y 1981-2000	GENERATION Z 2001-today
	MILLENNIALS			
Work Ethic and Values	Workaholics Productive Personal fulfillment Desire quality Desire hierarchy "Live to Work"	Eliminate the task list Resourceful and self-reliance Skeptical Desires equality "Work to Live"	Fast-paced and asking what's next Multitasking Entrepreneurial Tech-Savvy "We work to have fun and make a difference"	Based on schoolwork: Innovative Entrepreneurial Goal oriented Tech-Immersed Family
Work is ...	An exciting adventure	A difficult challenge A contract	A means to an end Fulfillment	To be determined
Leadership Style	Consensual Collegial	Everyone is the same Challenge others and ask why Thinks globally	Creative Advice-seekers Used to schedules since childhood	To be determined
Interactive Style	Team player Loves meetings	Entrepreneur Friend-focused	Participative and team-oriented	Connected and Collaborative
Communications	In person Group discussions Telephone	Informal Direct Immediate Like being "in the loop" Technology Literate E-mail & Voice mail	Informal Simultaneous Open and social Smartphone Text, E-mail & Voice mail Technology natives	Technology dependent and immersed
Learning and Training	Traditional classroom Paper/Book based Experience	Group and Independent Study Book and Computer-based Experience	Independent and Social / Internet Computer/App-Based Mentors Experience	Proactive Independent and Social / Internet Computer/App-Based Mentors and Peers Experience
Feedback and Rewards	Don't appreciate it More money Title recognition and respect	Sorry to interrupt, but how am I doing? Freedom is best reward Money + benefits Impatient with those slow to change	Instant gratification Attention that is documented and socially shared Vacation Meaningful work that makes a positive difference	
Work and Family Life	Balance not a priority Work to live, live to work	Balance / Integration to juggle it all Flexibility	Balance / Integration to live satisfied	

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