

Multigenerational Workforce Crib Sheet

Traditionalists:

- Born before 1945
 - 63 or older
- *Work Style*
 - Works to get the job done, dedicated
- *Attitude Toward Authority*
 - Unconditional respect
- *Motivating*
 - Acknowledge for what they do and know

Baby Boomers:

- Born 1946 – 1964
 - 44 to 62
- *Work Style*
 - Like process, collaboration and work projects, more work centric
- *Professional Development*
 - Flourish with coaching and mentoring
- *Attitude Toward Authority*
 - Inherited hierarchical management and modified top down rule
- *Motivating*
 - Reward in ways that increase their future security (i.e. raises)

Generation X:

- Born 1965 – 1980
 - 43 to 28
- *Work Style*
 - Self reliant, prefer to work solo, avoids process, multi task
- *Professional Development*
 - Grow with independent research, online self study
 - Believe they can learn from boss and boss can learn from them
- *Attitude Toward Authority*
 - Less formal relations, likes feedback from authority
- *Motivating*
 - External recognition (i.e. awards)

Generation Y:

- Born 1981 – 1999
 - 27 or younger
- *Work Style*
 - Optimistic: “Where there’s a will there’s a way.”
 - Appreciates flexibility
- *Professional Development*
 - Work/life balance is a priority
 - High value on self fulfillment
 - Change is a constant
- *Attitude Toward Authority*
 - Questions automatic respect, bristles at command and control management, not shy to express themselves, expects constant feedback, test
- *Motivating*
 - Award more autonomy, (i.e. flexible work hr., job sharing & telecommuting)