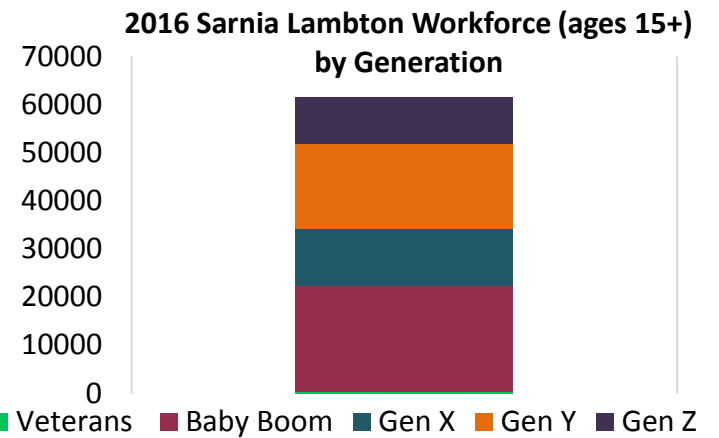


# Working Within A Multi-Generational Workforce

You may be working in a workplace that has **5** different generations working side by side.

Each generation may appear to have values, motivations & attitudes that differ from other generations. This is because values, motivations & attitudes are influenced by the significant events & conditions to which people were exposed as they grew up.

In order to work productively & effectively in a multi-generational workplace, it is important to understand the different work styles of different generations & to foster a desire to learn & grow from these differences.



(Note: sources may vary on exact dates & names of generational categories. Due to data categories, some age cohorts overlap.)

## Chart depicts traits & characteristics usually attributed to different generations.

	<b>Veterans</b> 1930-1945	<b>Baby Boomers</b> 1946-1964	<b>Generation X</b> 1965-1976	<b>Generation Y</b> 1977-1991	<b>Generation Z</b> 1992 - later
<b>Influences</b>	Great Depression World War II Atomic Bomb	Civil Rights Movement Birth Control Pill Vietnam War Moon Landing	Economic recessions AIDS Nuclear threat "latch key" kids Personal computing	Grew up with technology Dual income parents Divorce increasing Child-focused society	Information technology Violence & terrorism Strong relationships with parents Economic instability
<b>Values</b>	Rules Authority Loyalty Hard work Patriotism Discipline Cautious	Equal rights Optimism Experimental Self-fulfillment Non-conforming Spend now, save later	Balance Independence Self-reliance Skepticism/cynical Adaptive to change Diversity	Continuous learning Self-confident "street smarts" Global connectedness Diversity Fun	Value opportunities Innovation Digital-centric Constant learning Stability
<b>Work ethic</b>	Dedicated Work hard Respect Authority Company first	Driven Workaholic Quality	Balance Structure & direction Results driven Self-reliance	Ambitious Multitasking Tenacity Entrepreneurial	Innovative Entrepreneurial Expect hard work
<b>Leadership style</b>	Hierarchical	Collegial / Consensual	Coaching	Partnerships	Teaching
<b>Learning style</b>	On-the-job-training	Facilitated	Independent	Collaborative & networked	Technology-based
<b>Communication at work</b>	Discrete Formal	Diplomatic Guarded	Blunt/Direct Immediate	Polite Collaborative	Collaborative Face-to-face
<b>Feedback</b>	No news is good news	Once per year	Regular	On demand Frequent	Consistent Frequent
<b>Motivated by</b>	Being respected Security	Being valued Money Title recognition	Freedom & removal of rules Time off	Working with other bright people Time off	New opportunities Financial security

## Workplace Strategies for Generational Categories:

Veterans	Baby Boomers	Generation X	Generation Y	Generation Z
<ul style="list-style-type: none"> <li>-Respect &amp; value the ideas of younger workers</li> <li>-Provide input &amp; feedback to younger workers</li> <li>-Focus less on where &amp; how work is performed &amp; more on work objectives</li> </ul>	<ul style="list-style-type: none"> <li>-Learn from techno-savvy Gen Y &amp; Gen Z</li> <li>-Share networks with others</li> <li>-Recognize that younger workers thrive on feedback</li> <li>-Respect &amp; value the ideas of younger workers</li> <li>-Provide input &amp; feedback to younger workers</li> </ul>	<ul style="list-style-type: none"> <li>-Seek mentors of all generations</li> <li>-Know the importance of team building &amp; collaboration</li> <li>-Seek knowledge &amp; networking contacts from baby boomers</li> <li>-Respect &amp; value the ideas of younger workers</li> </ul>	<ul style="list-style-type: none"> <li>-Respect the ideas of older generations</li> <li>-Seek mentors</li> <li>-Know that older workers want you to succeed but want you to earn your own way</li> <li>-Look for connections with other generations</li> </ul>	<ul style="list-style-type: none"> <li>-Respect the ideas of older generations</li> <li>-Seek mentors</li> <li>-Know that older workers want you to succeed but want you to earn your own way</li> <li>-Focus on your soft skill development (e.g. communications, work ethic, follow-through)</li> </ul>

Resources:

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