

An aerial night photograph of a city, likely Dubai, showing a dense cluster of illuminated skyscrapers and a complex highway interchange with light trails from traffic. The buildings are lit up with various colors, including yellow, blue, and green. The overall scene is vibrant and modern.

Generations in the Workforce

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GENERATIONS

noun

1. The entire body of individuals born and living at about the same time: *the postwar generation*.
2. The term of years, roughly 30 among human beings, accepted as the average period between the birth of parents and the birth of their offspring.
3. A group of individuals, most of whom are the same approximate age, **having similar ideas, problems, attitudes,** etc.

THE HISTORICAL PERSPECTIVE

<u>Span</u>	<u>Age Range</u>	<u>Cohort</u>
1925-1945	(70-90)	Traditionalists
1946-1964	(51-69)	Baby Boomers
1965-1980	(35-50)	Generation X
1981-2000	(15-34)	Millennials

ACTIVITY

- Divide in to the following groups:
 - Millennials (20-34)
 - Generation X *Group 1* (35-42)
 - Generation X *Group 2* (43-50)
 - Baby Boomers (51-69)

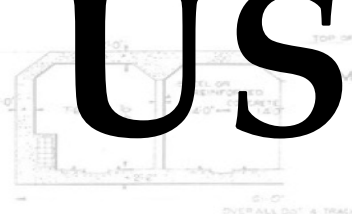
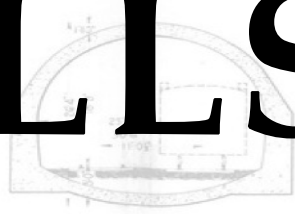
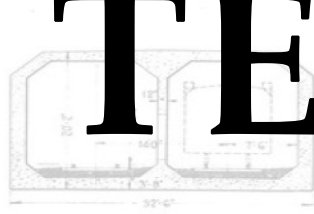
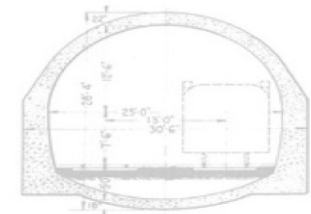
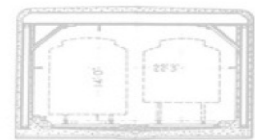
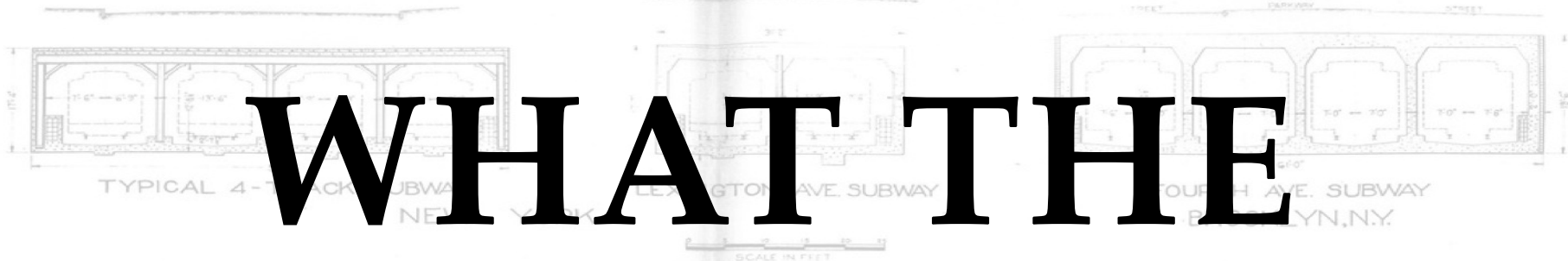
DESCRIBING THE FOLLOWING FOR YOUR GENERATION:

1. Critical Events
2. Culture: Music, Art, Movies, Technology, etc.
3. Heroes and Heroines
4. Values
5. What do other 'generations' need to understand to make the most of your talents?
"How to work with me"

WHAT THE

RESEARCH

TELLS US



TWIN PEAKS TUNNEL

SUNSET TUNNEL

PROPOSED SUBWAY

SAN FRANCISCO

SUBWAY REPORT	
REVISIONS	CITY AND COUNTY OF SAN FRANCISCO DEPARTMENT OF PUBLIC WORKS BUREAU OF ENGINEERS M. M. O'SHAUGHNESSY
REFERENCES	TYPICAL SECTION OF EXISTING SUBWAY FOR RAPID TRANSIT IN AMERICA WITH PROPOSED SUBWAY
SCALE	IN SHEET
APPROVED	SHEET NO. DATE JUNE 1933

TRADITIONALISTS: 1925-1945

(AGES 70-90)

13% of Workforce

- Civic Pride

- Respect Authority

- No-Nonsense

- Practical

- Hierarchical

- Value/hold historical perspective

- Loyal

- Disciplined, Reliable

- Retire to another job

Shared WWII, Depression experience



ASSOCIATED PRESS FILE

Arthur Winston worked at the Metropolitan Transportation Authority in Los Angeles until he turned 100.

BOOMERS: 1946-1964

(AGES 51-69)

26.4% of Workforce

- Value Hard Work
- Optimistic
- Service Oriented
- Process vs. Results
- “Not done yet”
- Value Personal Relationships
- Value Service/Knowledge
- Ask to Serve as Coaches
- Personal Attention
- Continuing Education Important
- Give Respect

Work Ethic

GENX: 1965-1980

(AGES 35-50)

19.8% of Workforce

- Like Feedback
- Value Independence
- Flexible, Like Change
- Work to Live, Not Live to Work
- Invented “Free Agent”
- Results vs. Process
- Work Smarter, Not Harder
- Work/Life Balance
- Hands Off Supervision
- High Level Freedom
- Evaluate on Merit not Authority
- Tech Literate
- Communicate Electronically

Technology Use /Work Ethic

MILLENNIALS: 1981-2000 (AGES 15-34)

27.7% of Workforce

- Wired to Technology
- Confident
- Independent yet Collaborators
- Fast Paced Multi-taskers
- Less Process-Focused
- Goal Oriented
- Explain Business Purpose
- Embrace Diversity
- Appeal to Civic Mindedness
- Policies for Balanced Work/Life
- Provide Challenge
- Free Agents
- Impatient

Technology Use

BELOIT MINDSET LIST 2018

- Ferris Bueller and Sloane Peterson could be their parents
- The internet has always been an available tool
- They have only known two presidents
- MTV has never featured music videos
- The # button on the phone has always meant hashtag, not pound
- 9/11 happened their first week of pre-school
- They have never impressed their friends with their CD collection
- Eminem and LL Cool J could show up at parents' weekend
- They never used a card catalogue to find a book
- Most of them never had chicken pox
- What Berlin wall?
- They have never had to lick a postage stamp
- They never had to roll down a car window

An aerial, grayscale view of a futuristic city street. A monorail track runs down the center of the street, with a monorail car visible. Tall, multi-story buildings line both sides of the street. The scene is filled with people and vehicles, suggesting a busy, advanced urban environment. The text is overlaid on this background.

FINAL NOTE

"Each generation imagines
itself to be more intelligent
than the one that went before
it, and wiser than the one that
comes after it."

-George Orwell