It Wasn’t What I expected

INSIGHTS FROM A SURVEY OF 300 PROFESSIONALS IN PUBLIC, PRIVATE, AND NONPROFIT.

Baby Boomers, Gen X and Millennials self-identify with being “Firm but fair, willing to listen”. Gen Z identifies with “Just wanting to keep the peace at work”.

1 IN 3 EXPERIENCE CONFLICT WITH BABY BOOMERS AT WORK.

Overall 56% of respondents rank Communication as the #1 greatest challenge in workplace behaviors. 19% rank Pace of Work and Decision-Making as #2.

Gen Z says Pace of Work and Decision-Making are the greatest differences in workplace behaviors.

Communication is the greatest difference in workplace behaviors for Baby Boomers, Gen X, and Millennials.

The greatest challenges occur between co-workers at least 2 generations apart.

Baby Boomers vs. Millennials
Gen X vs. Gen Z

Compiled by Shermaine Perry

Source/s:
APPRECIATING THE DIFFERENCES AMONG GENERATIONS

Read the qualities that each generation appreciates in other generations in the workplace. Build generational awareness to promote effective communication. Regularly engage with other generations at work. Give them some insight about your duties and where they can learn more about your experience.

BE AWARE OF HOW OTHERS EXPERIENCE YOU

Millennials - Technology Savvy, Creativity, and Risk Taking
Gen X - Consideration, work-life balance, verbal communication skills
Traditionalists - Calm demeanor and active listening skills

LOOK FOR COMMONALITIES

Baby Boomers - Tough Skin, job experience, loyalty to employer and gratitude
Millennials - Direct communication, ability to create their own path, and flexibility
Traditionalists - Resilience, punctuality, and honesty

RESERVE INITIAL JUDGEMENTS

Baby Boomers - Work experience and knowledge of job
Traditionalists - Patience and wisdom
Gen X - Ability to stay calm and networking skills

BE KNOWLEDGEABLE AND APPROACHABLE

Millennials - Better opportunities
Baby Boomers - Resilience and wisdom
Gen X - Ability to stay focused on a task
Traditionalists - Patience

Gen Z appreciates other generations