



Generations Working Together

Ways for employees of all ages to work together for a more productive workplace.

Traditionalists: Born between **1920-1945**

Core Values: Conformity, sacrifice, respect authority

Work Assets: Experience, dependable, loyal

Baby Boomers: Born between **1946-1965**

Core Values: Equal rights, growth, challenge the process

Work Assets: Team players, challengers, political savvy

Generation X: Born between **1966-1979**

Core Values: Balance, lack of loyalty, skeptical

Work Assets: Adapts well, high education, tech savvy

Generation Y: Born between **1980-2002**

Core Values: Self-confident, global community, Having fun

Work Assets: Collaboration, goal-oriented, fast, multi-task

When communicating among multi-generations:

- Be mindful of not only what is said but more importantly, how it is said
- Have collaborative planning, decision-making, or problem-solving discussions
- Communicate information in multiple ways (phone, email, face-to-face)
- Be respectful— treat everyone as if they have something to offer and are doing their best
- Be patient with each other
- Do not talk down, especially publicly
- Focus on results

When interacting with multi-generations:

- Invest in diving deeper into each generation
- Spend time asking questions about motivation
- Be aware of how you communicate
- Show respect and appreciation to all
- Take the time to listen and learn as well as share your own experiences

For additional information on how to communicate with different generations, call the EAP.