

## Generations in the Workplace

What are your impressions of the following generations?

- Veterans (1922-1945)
- Baby Boomers (1946-1964)
- Generation X (1965-1980)
- Generation Y (1981-2000)

Workplace Characteristics	Veterans (1922-1945)	Baby Boomers (1946-1964)	Generation X (1965-1980)	Generation Y (1981-2000)
<b>Work Ethic &amp; Values</b>	<ul style="list-style-type: none"> <li>○ Hard work</li> <li>○ Respect Authority</li> <li>○ Sacrifice</li> <li>○ Duty before Fun</li> <li>○ Adhere to Rules</li> </ul>	<ul style="list-style-type: none"> <li>○ Workaholics</li> <li>○ Work efficiently</li> <li>○ Crusading causes</li> <li>○ Personal fulfillment</li> <li>○ Desire quality</li> <li>○ Question Authority</li> </ul>	<ul style="list-style-type: none"> <li>○ Eliminate the task</li> <li>○ Self reliance</li> <li>○ Want structure &amp; direction</li> <li>○ Skeptical</li> </ul>	<ul style="list-style-type: none"> <li>○ What's next?</li> <li>○ Multitasking</li> <li>○ Tenacity</li> <li>○ Entrepreneurial</li> <li>○ Tolerant</li> <li>○ Goal oriented</li> </ul>
<b>Work is...</b>	<ul style="list-style-type: none"> <li>○ An obligation</li> </ul>	<ul style="list-style-type: none"> <li>○ An exciting adventure</li> </ul>	<ul style="list-style-type: none"> <li>○ A difficult challenge and a contract</li> </ul>	<ul style="list-style-type: none"> <li>○ A means to an end and fulfillment</li> </ul>
<b>Leadership Style</b>	<ul style="list-style-type: none"> <li>○ Directive</li> <li>○ Command &amp; Control</li> </ul>	<ul style="list-style-type: none"> <li>○ Consensual and Collegial</li> </ul>	<ul style="list-style-type: none"> <li>○ Everyone is the Same</li> <li>○ Challenge Others and Ask Why</li> </ul>	<ul style="list-style-type: none"> <li>○ To be Determined (not enough in the workplace yet)</li> </ul>
<b>Interactive Style</b>	<ul style="list-style-type: none"> <li>○ Individual</li> </ul>	<ul style="list-style-type: none"> <li>○ Team Player</li> <li>○ Loves to Meetings</li> </ul>	<ul style="list-style-type: none"> <li>○ Entrepreneur</li> </ul>	<ul style="list-style-type: none"> <li>○ Participative</li> </ul>
<b>Communications</b>	<ul style="list-style-type: none"> <li>○ Formal and memo</li> </ul>	<ul style="list-style-type: none"> <li>○ In Person</li> </ul>	<ul style="list-style-type: none"> <li>○ Direct and Immediate</li> </ul>	<ul style="list-style-type: none"> <li>○ Email and Voicemail</li> </ul>
<b>Feedback &amp; Rewards</b>	<ul style="list-style-type: none"> <li>○ No news is good news</li> <li>○ Find satisfaction in a job well done</li> </ul>	<ul style="list-style-type: none"> <li>○ Don't appreciate it</li> <li>○ Money</li> <li>○ Title Recognition</li> </ul>	<ul style="list-style-type: none"> <li>○ Sorry to interrupt, but how am I doing?</li> <li>○ Freedom is the best reward</li> </ul>	<ul style="list-style-type: none"> <li>○ Whenever I want it</li> <li>○ At the push of a button</li> <li>○ Meaningful work</li> </ul>
<b>Messages that motivate</b>	<ul style="list-style-type: none"> <li>○ Your experience is respected</li> </ul>	<ul style="list-style-type: none"> <li>○ You are valued and needed</li> </ul>	<ul style="list-style-type: none"> <li>○ Do it your way, forget the rules</li> </ul>	<ul style="list-style-type: none"> <li>○ You will work with other bright, creative people</li> </ul>
<b>Work &amp; Family Life</b>	<ul style="list-style-type: none"> <li>○ Never the two shall meet</li> </ul>	<ul style="list-style-type: none"> <li>○ No balance, work to live</li> </ul>	<ul style="list-style-type: none"> <li>○ Balance</li> </ul>	<ul style="list-style-type: none"> <li>○ Balance</li> </ul>

\*Gammill, G. "Mixing and Managing Four Generations of Employees." [FDU Magazine Online](#). Winter/Spring 2005.

