

WE ALL NEED EACH OTHER: CREATING AN OPTIMAL ENVIRONMENT IN A MULTIGENERATIONAL WORKFORCE

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FIVE GENERATIONS IN THE WORKFORCE

- **Traditionalists:** 67 years and older
- **Baby Boomers:** 48-66 years old
- **Generation X:** 34-47 years old
- **Millennials (aka Generation Y, Gen Next):** 24-33 years old
- **Generation Z (aka iGen):** 6-23 years old

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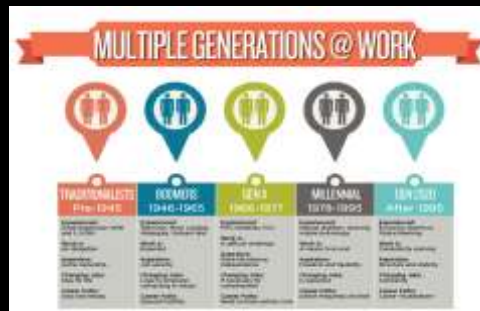
HARMONIOUS WORK ENVIRONMENTS ARE POSSIBLE!

We don't get harmony when everybody sings the same note. Only notes that are different can harmonize. The same is true with people.
Steve Goodier

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HOW CAN WE CREATE THE OPTIMAL HARMONIOUS WORK ENVIRONMENT?

FIRST WE MUST UNDERSTAND EACH OTHER!



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Let's review the characteristics of all the generations and try to understand the "why" behind the differences

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TRADITIONALISTS AGE 67 AND OLDER

- Ethical, dedicated and values logic
- Respect for authority and adherent to rules
- Conformity, patience, strong work ethic
- Loyalty toward company
- Desirous of security and stability
- Unadventurous and dislikes change



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BABY BOOMERS

AGE 48 TO 66

- Risk takers, innovativeness, self-motivated
- Workaholic ethic, focused, satisfaction toward work tasks
- Ambitious to make a difference
- Advancement and better lifestyle important
- Work-life balance
- Likes being in control and self-gratification
- Takes credit for success and blames others for failures



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GENERATION X

AGE 34-47

- Cynicism, skepticism, pragmatic lifestyle
- Flexibility, adaptability, variety
- Self-reliant, independent, entrepreneurial
- Negligible institutional loyalty, pro work-life balance
- Idealistic, impatient, short attention span
- Value prompt recognition and reward



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MILLENNIALS

AGE 24-33

- AKA *Generation Y* and *Generation Next*
- Ambitious to make a comfortable living
- Interest in learning and good at multitasking
- Expects instant gratification
- Adaptable to new technologies
- Socially conscious and pro-diversity
- Not easily intimidated
- Unrealistic entitlement expectations



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GENERATION Z

AGE 6-23

- AKA *iGen*
- Digital natives
- Independent learners and prefer images to words
- *YouTube* has been their teacher
- Short attention spans and multitaskers
- Racially diverse and multiracial
- Altruistic and environment conscious
- Demanding consumers



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PREPARE FOR HARMONIOUS WORK ENVIRONMENTS

Academic Preparation

MSN Program
Nurse Executive and
Nurse Educator



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APPLICATION OF THE CHARACTERISTICS FOR TACTICS THAT WORK FOR ALL GENERATIONS

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LET GO OF BORING AND REINVENT!



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FLEX THE HOURS!



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MENTORSHIPS MAKE A DIFFERENCE



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PROVIDE THE “WHY” BEHIND THE PRINCIPLES



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REWARD AND RECOGNIZE

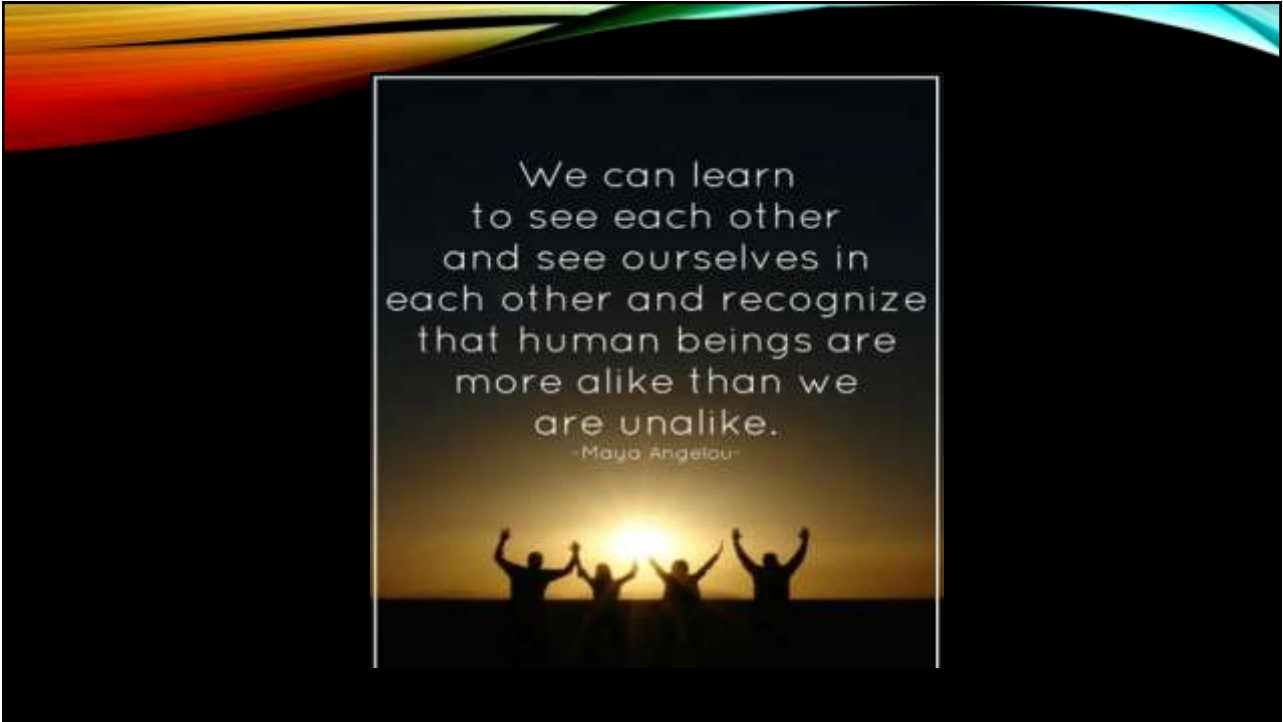


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PROMOTE FROM WITHIN



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We can learn
to see each other
and see ourselves in
each other and recognize
that human beings are
more alike than we
are unlike.
-Maya Angelou-

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REFERENCES

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