



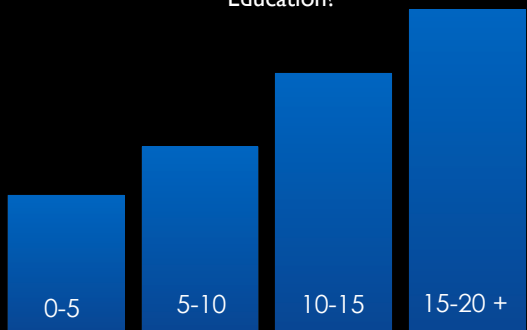
Getting to Know Who Is Here



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How Many Years Have You Been in Education?



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Have You Seen These Challenges At Work?



5

 Do these conflicts make sense to you?

Agree?  Disagree? 

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Keep In Mind: One Filter



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Agenda

Overview of Generational Differences

Generational "Sticking Points"

Specific Workplace Challenges

- Recruitment
- Supervision/Coaching
- Daily Communication
- Training
- Succession Planning


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Session Norms




Be in the Mode of Inquiry and Learning
Respect for Different Perspectives

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Generational Grounding



60's - 70's s 70' s - 80' s 80' s - 90' s 90' s - 00's+


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Generational Grounding




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Initial Generational Prompt




What are some of your thoughts about colleagues of different generations and their relationships to work, to others, to students?



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Processing Assignment



Think about yourself and colleagues at your site as I go through the next few slides. Do the characteristics fit?

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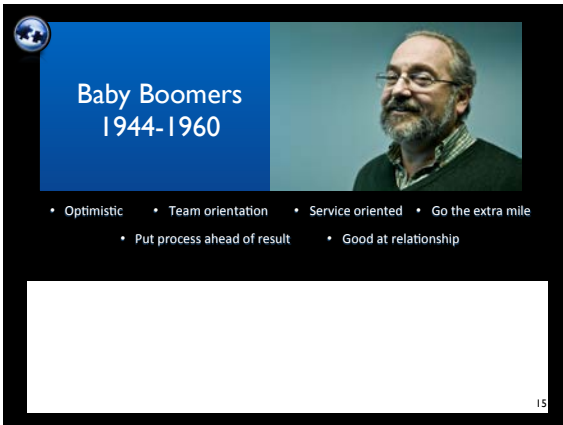
Veterans/ Traditionalists 1922-1943



- Loyal
- Respect for authority
- Delayed rewards
- Stability
- Uncomfortable with conflict
- Thorough and hardworking



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Baby Boomers
1944-1960

- Optimistic
- Team orientation
- Service oriented
- Go the extra mile
- Put process ahead of result
- Good at relationship

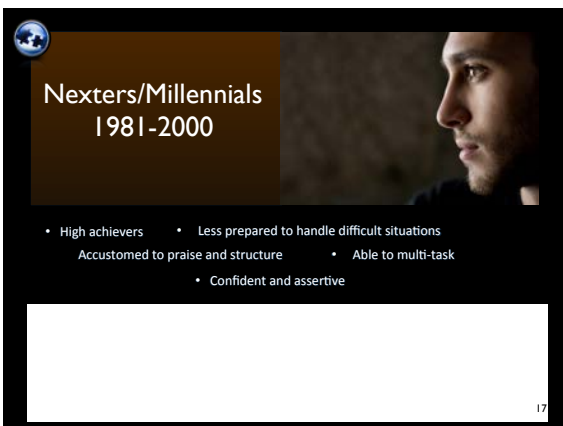
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Gen Xers
1961-1980

- Somewhat cynical
- Informal and direct
- Independent
- Want life/work balance
- Unintimidated by authority

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Nexters/Millennials
1981-2000


- High achievers
- Less prepared to handle difficult situations
- Accustomed to praise and structure
- Able to multi-task
- Confident and assertive

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What Strikes You?


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Generations at Work

The Delineators	Boomers	Xers	Millennials
perspective on work	career	job	many careers
communication style	diplomatic	blunt	easy and open
view of authority	impressed	unfazed	wants it

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Generations at Work

The Delineators	Boomers	Xers	Millennials
need for approval	seeks it	indifferent	needs it a lot
perspective on resources	abundant	scarce	no worries or lots of worries

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Thoughts?

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Generations at Work

The Delineators	Boomers	Xers	Millennials
response to policy & procedures	protective	mistrustful	needs
relationship to team	team oriented	self-reliant	wants them
work ethic	driven	balanced	multi-task

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Generations at Work

The Delineators	Boomers	Xers	Millennials
focus on work projects	relationships and results	task and results	fun and results
relationship to technology	acquired	assimilated	in the DNA
entitlement	experience	merit	inherent


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Connecting the Dots: Generations and Work




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Getting into Workplace Challenges




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Language and Communication



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 Do you agree or disagree?
Add phrases of your own.

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What Might A Boomer Want in a Colleague?



- High expectations
- Connects
- Acknowledgement
- Personal connection
- Affiliation
- Language and respect

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A Second Career Boomer Want in a Colleague?



- Jolting to be the rookie
- Experience vs. performance
- 'Read between the lines'

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What Might An Xer want in a Colleague?



- Interaction
- Affiliate
- Life-work balance
- Consequences
- Why?

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What Might A Millennial Want in a Colleague?



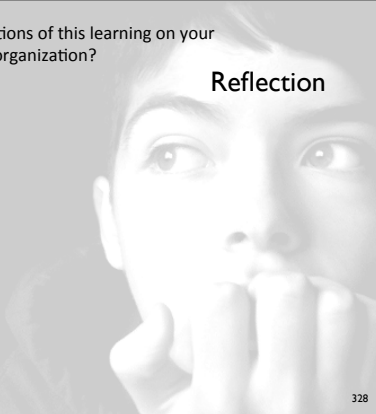
- Collaborate
- Support and access
- Knowledge
- Communication
- Acknowledgement
- Feedback

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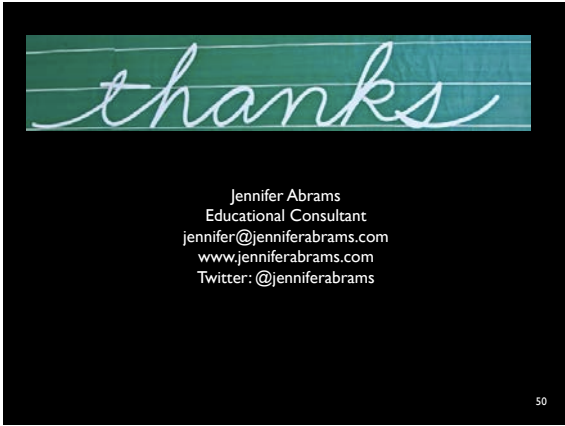
What are the implications of this learning on your work in your school/organization?



Reflection



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thanks

Jennifer Abrams
Educational Consultant
jennifer@jenniferabrams.com
www.jenniferabrams.com
Twitter: @jenniferabrams

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