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### When It Comes to Money, Gen Z Is Way Ahead of Millennials

3,350 views | Feb 18, 2020, 10:45am

A Majority Of Gen Z Aspires To Be Entrepreneurs And Perhaps Delay Or Skip College. Why That Might Be A Good Idea

'OK Boomer' Marks the End of Friendly Generational Relations

Now it's war: Gen Z has finally snapped over climate change and financial inequality.

## Who's teaching Gen Z to adapt to working with other generations

(BUSINESS MARKETING) Gen Z patch 1.1: How to work with other generations. The newest tech savy generation might need an update to work well with others











# Gen X-ers are being stifled by greedy Boomers who refuse to retire

By Matthew Hennessey

February 8, 2020 | 12:10pm

EDITORS' PICK | 21,015 views | Feb 23, 2020, 08:30am

What Millennials, Gen X & Boomers Have In Common But Don't Admit, Discuss, Nor Plan For

A

A The Atlantic

#### Gen-X Women Are Caught in a Generational Tug-of-War

The average caregiver is a 49-year-old woman, and the demands of egiving seem likely to increase.

onth ago

IE MAGAZINE | SEPTEMBER 2017

### Why Generation X Might Be Our Last, Best Hope

Caught between vast, self-regarding waves of boomers and millennials, Generation X is steeped in irony, detachment, and a sense of dread. One of their rank argues that this attitude makes it the best suited to preserve American tradition in these dark new days.

## 5 Generations in the Workforce

**Traditionalists** (loyal, good team players, respect authority, work is an obligation, fought in WWII)

1922-1945

**Gen X** (self-reliant, family/friends before work, lack of trust in large institutions, "latch-key" kids, "sandwich generation")

1965-1980

**Gen Z** (hard working problem solvers, value-conscious, very devoted to social causes, want frequent feedback, highly entrepreneurial)

1997-2012

#### 1946-1964

**Baby Boomers** (continual learners, like in-person contact, still eager to change the world, delaying retirement)

#### 1981-1996

**Gen Y/ Millenials** (Internet is #1 resource for info, short attention span, demand transparency, must see career opportunities, more racially and ethnically diverse)

Generational cohorts provide a way to understand how different formative experiences (such as world events and technological, economic and social shifts) interact with the life-cycle and aging process to shape people's views of the world.

-Pew Research

The Great Civil Rights The Cold War and Korean War Woodstock World War II Vietnam War Depression Movement McCarthyism (1939-1945)(1955-1975)(1950-1953) (1969)(1947-1961) (1929-1939)(1954-1968)Assassination of Assassination of Fall of the Berlin Start of Email with Columbine School **AIDS** End of Jim Crow JFK MLK Wall the Public Shooting (1964)(1981)(1963)(1968)(1989)(1994)(1999)Death of George Hurricane Katrina 9/11 Facebook Release I-Phone Release **Global Pandemic** Floyd (2004)(2007)(2020)(2001)(2005)(2020)

# We Didn't Start the Fire: Life Events and Historical Context Effects our Worldview



➤ For the first time, we have five generations in the workforce.

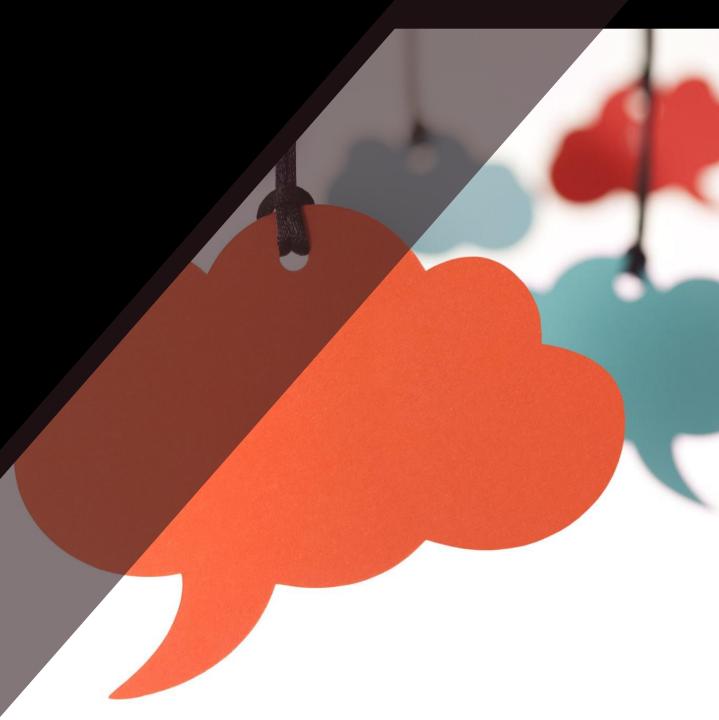
> Colleges and independent schools have six generations in their alumni populations.

➤ Oldest currently coded MIT alumni volunteers graduated in 1941 – one is 100, one turns 100 in June.

Now knowing what we know, how can we communicate *effectively* with one another?

## Best Practices

- Actively listen (listen to understand, not to respond)
- Be open to different modes of communication (and respect others' limitations)
- Be curious, not judgmental
- Understand how you best communicate, and then share that with others
- Establish communication and group norms



### 6 KEY ACTIVE

# LISTENING SKILLS



1. PAY ATTENTION.



2. WITHHOLD JUDGEMENT.



3. REFLECT.



4. CLARIFY.



5. SUMMARIZE.



6. SHARE.



# 3 Actions for Effective Communication Across Generations



Presented by

Ryan Jenkins - Steve Cohen





Learning & development worth experiencing.

## Leaders of Groups Can:

- Be nimble!
- Create an inclusive environment
- Understand preferences of your group
   Ask in the beginning how folks want to communicate with one another.
   Create group norms so that everyone is on the same page (if not everyone is comfortable using Slack as a group, don't use slack or train those who are willing)
- Embrace flexibility
- Welcome creative and innovative thinking
- Encourage coaching; members will be empowered to learn from one another

## Moving forward, what actions can you take?

- Ask for group norms to be shared; if you aren't leading the meeting, ask if group could create them collectively
- Remain curious; not judgmental
- Practice self-reflection; where did you grow up? What is your background? How have life events shaped your experiences? How can this self-reflection be helpful to you in your next meeting/conversation with others?
- Be open to other ways of working with one another

# Thank you!

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