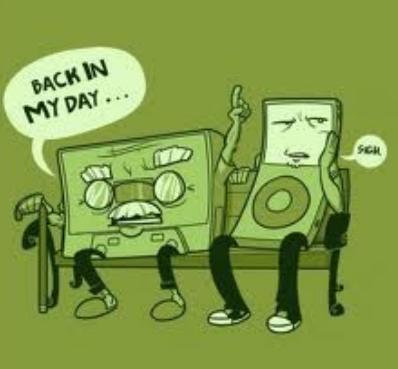


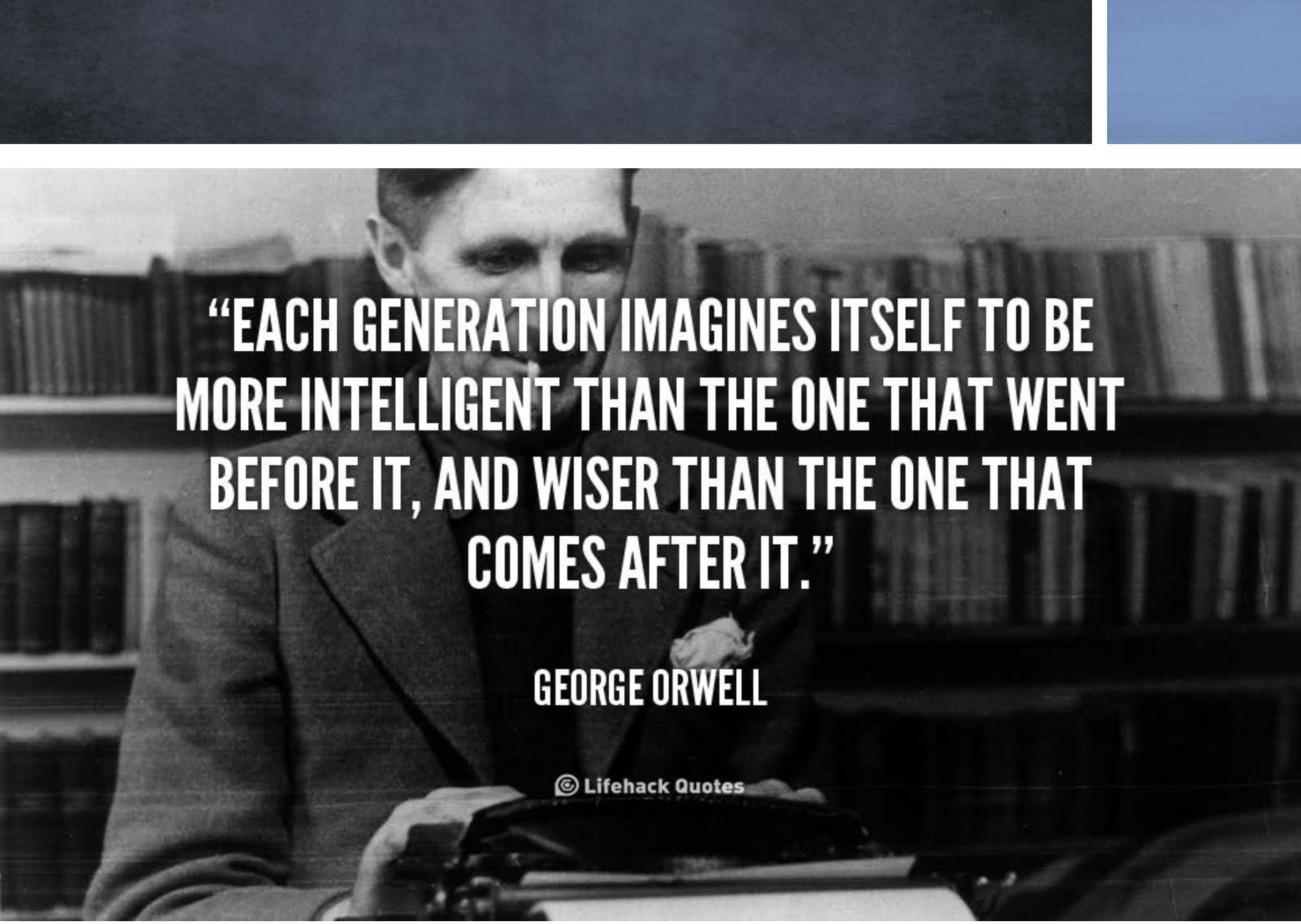
**SCS ENGINEERS**

Adam Smith

Pete Carrico

# Workplace Generations: The Dynamics of a Company





**“EACH GENERATION IMAGINES ITSELF TO BE  
MORE INTELLIGENT THAN THE ONE THAT WENT  
BEFORE IT, AND WISER THAN THE ONE THAT  
COMES AFTER IT.”**

**GEORGE ORWELL**

© Lifehack Quotes

# Defining a Generation

- Grouped by birth year
- Influences
- Value System

# Current Workplace Generations

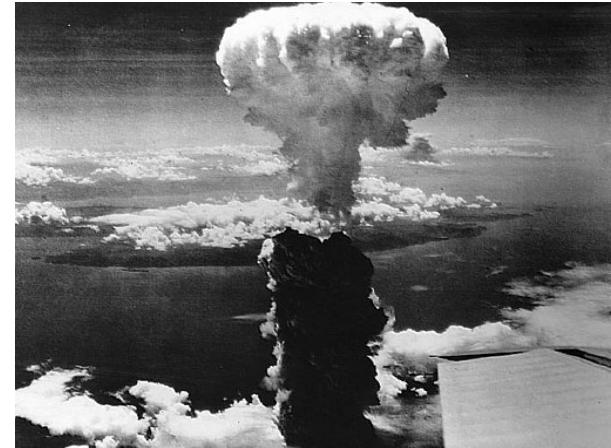
- Traditionalists
  - 1928-1945 (Age over 72)
- Baby Boomers
  - 1946-1964 (Age 53-71)
- Generation X
  - 1965-1980 (Age 37-52)
- Millennials (Generation Y)
  - 1981-1999 (Age 18-35)

# Workforce Totals

- Traditionalists: over 72 ✓ 2%
- Baby Boomers: 53-71 ✓ 29%
- Generation X: 37-52 ✓ 34%
- Millennials: 18-36 ✓ 34%

# Traditionalists (1928-1945)

- Influences



# Traditionalists (1928-1945)

## Values:

- Respect authority
- Believe in conformity, authority, and rules
- Loyalty/Tenure

# Traditionalists (1928-1945)

## Attributes:

- Work = Obligation  
(Duty before pleasure)
- Valuable knowledge and experience
- Disciplined
- Detail oriented

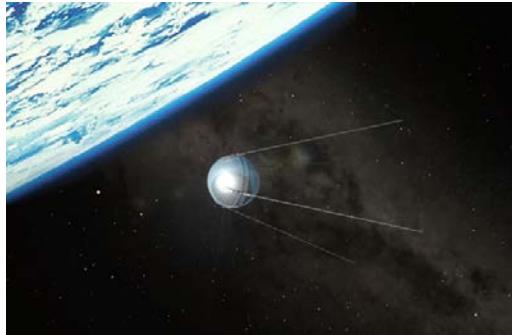
# Traditionalists (1928-1945)

## Work Style:

- Take rational approach
- Command and control leadership (military style)
- Past-oriented
- Likely your organization's historians

# Baby Boomers (1946-1964)

- Influences



# Baby Boomers (1946-1964)

## Values:

- Prosperity
- Community involvement
- Health & wellness

# Baby Boomers (1946-1964)

## Attributes:

- Optimistic
- Adaptive
- Strong work ethic
- Personal gratification

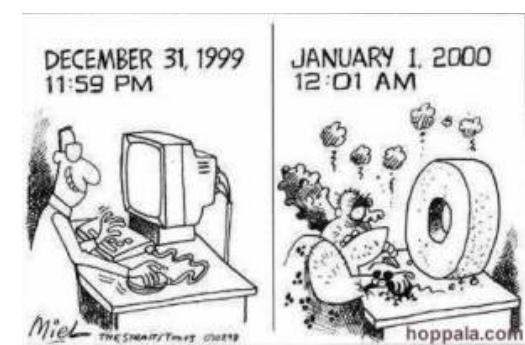
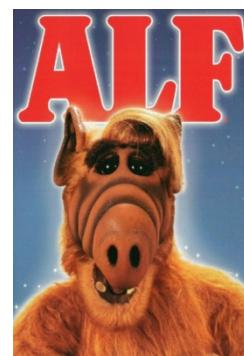
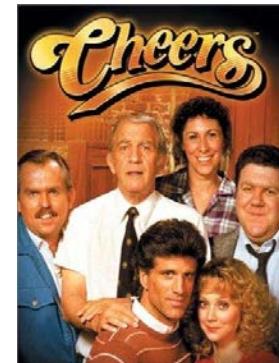
# Baby Boomers (1946-1964)

## Work Style:

- Team-orientated, team-building
- Avoid Conflict
- Confident/Focused
- “Glass Ceiling”

# Generation X (1965-1980)

- Influences



# Generation X (1965-1980)

## Values:

- Goals
- Feedback/Recognition
- Relationships
- Fun

# Generation X (1965-1980)

## Attributes:

- Independent/Self-Reliant
- Skeptical
- Global Thinkers
- Technological

# Generation X (1965-1980)

## Work Style:

- Balance work and home
- Flexible
- Informal

# Millennials (1981-1999)

- Influences



# Millennials (1981-1999)

## Values:

- Entrepreneurial spirit
- Constant feedback
- Social atmosphere

# Millennials (1981-1999)

## Attributes:

- Confident
- Street Smarts
- Highly Technological

# Millennials (1981-1999)

## Work Style:

- Digital (less paper)
- Multi-taskers
- Flexible/Work-from-home
- Group-oriented

# Comparing Generations

Generation	Traditionalists	Baby Boomers	Generation X	Millennials
Resources	Radio and Newspaper	Newspaper and Television	Television and Internet	Internet and Social Media
Communication	Handwritten	Telephone	Email	Text/Instant Messaging
Technology Use	Uncomfortable	Unsure	Unable to work without it	Unfathomable if not provided
Decision Making	Seeks Higher Approval	Team Informed of Decision	Team Included on Decision	Team Decided
Feedback	No news is good news	Once per year	Weekly	Daily or more
Operating Speed	Days-Weeks	Hours	Minutes	Seconds

# Guide for Millennials!

- <https://www.youtube.com/watch?v=C1a6M3dBNwc>



DISCLAIMER

These views don't necessarily represent that of the presenters (at least one of them).

#DontFireMe

#GetBackToWork

# Guide for Boomers/Gen X!

Understanding the Millennial workforce:

- <https://www.youtube.com/watch?v=SzOo9cIVQu8>

# Why Companies Should Care

## Generational Differences can Cause Conflict:

- Loss of Valuable Employees
- Poor Customer Service
- Communications Issues/Lost in Context
- Wasted Human Capital

# Why Companies Should Care

## Adapt to Each Others Strong Suits:

- New workers - respect and assimilation
- Established workers – adjust, be flexible
- Act outside of comfort zones
- Cooperate: tackle problems together

# Communicate!

# Piece of the Puzzle



# What's Next ?

## Generation Z!!!

- Born in 2000's
- Attention span of a gnat
- In charge of saving the world!
- Social Media: news = immediate validation
- Even more of an entrepreneurial generation
- “What is paper and pencil?”

**BE AFRAID  
BE VERY  
AFRAID!**

# Thank You!

## Questions or comments?