



LEADING IN THE MULTIGENERATIONAL WORKPLACE



*Sheryl Williams
Chief Empowerment Officer*

My Generation



Silent
Generation

1928-1945
74-91 yrs. old



Baby
Boomers

1946-1964
55-73 yrs. old



Generation X

1965-1980
39-54 yrs. old



Millennials

1981-1996
23-38 yrs. old



Generation Z

1997-2012
7-22 yrs. old

Five Generations in the Workplace

US Workforce 2017



■ Silent ■ Baby Boomers ■ Generation X ■ Millennials ■ Generation Z

Source: Pew Research Center

ARE YOU GETTING
A LOT DONE ON THE
GRANDPA BOX?

THE
WHAT?

THE PEOPLE IN MY
GENERATION DO OUR
WORK ON OUR PHONES
AND TABLETS.

I ALSO
HAVE A
LAPTOP.

I'LL
TEXT THE
NINETIES
AND LET
THEM KNOW.

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*WHAT'S YOUR
GENERATIONAL
IQ?*

*Silent
Generation*

Has experienced
job security and
stability



Key Value: Conformity

Rule Followers

Practical Outlook

“Work is an obligation”

Change is: A revolution

*Silent
Generation*



*Baby
Boomers*

Expect
everyone to be
workaholics



Key Value: Status

Workaholics- Believe success is only achieved through hard work (long hours)

Optimistic Outlook

“Work is expected”

Change is: Managed

Baby Boomers

*Generation
X*

Known as the “Me”
Generation



Generation *X*

Key Value: Independence

Flexible

Skeptical Outlook

“Work is a difficult challenge: a contract”

Change is: Expected



Millennials

Known for skepticism,
resourcefulness and self-
reliance



Millennials



Key Value: Purpose



Freedom Seekers



Outlook is work to live, not live to work



“Work is a means to an end”

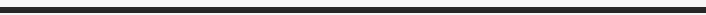


Change is: Fluid



Generation
Z

Known as
digital natives



Generation Z



Key Value: Social Impact



Eager to Work



Outlook is Entrepreneurial



“Work is Alignment with Values”



Change is: Constant



*WHAT ALL
GENERATIONS
WANT*

—
=
—
—



An Integrated Approach



Assess



Ask



Adapt



Accept



Appreciate



*More
Change to
Come*



Cultural & Societal
shifts



Technology



Greater workplace
Diversity



Heraclitus

"Nothing is permanent, but change."