

Working with Multi-Generational Workforce

Characteristics of the generations in today's workforce. Birth years are indicated next to the generation's nickname.

G.I – 1901-1924

Work hard, keep nose to the grindstone, play by the rules, everybody wins, do your job. Built Levittown, built dams during the Great Depression, Normandy, Iwo Jima, 32 years in the White House. Chain of command. Focus on vocational education; special children, Productive Citizens.

Silent – 1925 – 1942

Question nothing, earn your stripes. Born during the war and at the beginning of post-war prosperity. Although will do their jobs, helped to define some social change.

Boom – 1943 – 1960

Question everything, challenge authority. This group was born during very prosperous times. Took suburban life as the norm. Created social change. More women in the workforce.

Gen X'ers – 1961 – 1981

Question questions. Latchkey Kids – used to being independent. Creative, though sometimes isolated. Tend to prefer to work alone.

Millennials 1982 -

Protected; parents intervene; bright. High expectations of having their needs met. Enough Questions, let's just do it already! Smart, needs to be challenged.