

# Generational Comparison of the Workforce

	Baby Boomers 1945-1964 *	Gen X 1965-1980 *	Millennials 1981-1995 *	Gen Z 1996-2006 *
<b>Formative Influences</b>	War and post war Boom, assassinations, civil rights, Woodstock	Both parents employed, MTV, Nintendo, Divorce	Embraced 'on demand' 24/7 connection, college debt, reality TV, YouTubers	Product of post-911, school shootings, anti-bullying, differences celebrated
<b>Work habits and behaviors</b>	Workers! routine oriented, loyal, committed	Independent, resourceful, adaptable, will figure it out	Efficient, blunt, entrepreneurial, collaborative, tech-savvy	Individualistic, empathetic, demand equality/diversity, practical
<b>Communication Preference</b>	Face to Face, telephone, email	Face to face, email, text	Online and mobile	Mobile, video, pictures
<b>Career Aspiration</b>	Job security	Work-life balance	Freedom and flexibility	Security, safety, and stability
<b>Ideal work environment</b>	Loyalty, opportunity to mentor, hierarchical, respect	Trustworthy staff and employer, autonomy, competence, problem solving	Meaningful work, skill development, flexible autonomy, understanding employer	Competitive wage, support and mentorship, diversity in tasks and team, choices
<b>Leadership preference</b>	I've always done it this way, no need to change	Let me figure it out	I can do it, but let me do it my way	Mentor me! Let me have a choice
<b>Be Aware!</b>	Stubborn, reluctant to change or adapt	Passive aggressive, otherwise awesome!	Impatient, view hierarchy differently	Will ghost you, sensitive, content being alone

\* +/- 3 years of blended characteristics