

# Generations Deep Dive

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**Whad'Ya  
Know**



What famous Gen Xer had to wait for a Boomer to retire to move into his new role as host of The Tonight Show?



**Whad'Ya  
Know**



What famous Gen Xer had to wait for a Boomer to retire to move into his new role as host of The Tonight Show?

**Jimmy Fallon**



**Whad'Ya  
Know**



What famous Florida community is known for it's retirement appeal to Baby Boomers?



**Whad'Ya  
Know**



What famous Florida community is known for it's retirement appeal to Baby Boomers?

**The Villages**



## Whad'Ya Know



Approximately how many Millennials have a body piercing other than an earlobe?

$\frac{1}{4}$

$\frac{1}{2}$

$\frac{3}{4}$



## Whad'Ya Know



Approximately how many Millennials have a body piercing other than an earlobe?

$\frac{1}{4}$



## Whad'Ya Know



What percentage of Baby Boomers plan to plan to work into retirement?

**40% 60% 80%**



## Whad'Ya Know



What percentage of Baby Boomers plan to plan to work into retirement?

**80%**

**AARP and Roper Starch Research 2012**



## Whad'Ya Know



Of the 80 percent of Boomers who plan to work into retirement, what percentage of them are doing so to avoid spending time with their spouse or significant other?

**3%    6%    9%**



## Whad'Ya Know



Of the 80 percent of Boomers who plan to work into retirement, what percentage of them are doing so to avoid spending time with their spouse or significant other?

**6%**

**AARP and Roper Starch Research 2012**



## Whad'Ya Know



What percentage of Millennials expect to work across a wider range of hours than their parents (outside of 9-5)?

**50% 75%**



## Whad'Ya Know



What percentage of Millennials expect to work across a wider range of hours than their parents (outside of 9-5)?

**50%**

**2011 DeVry University Advisory Board Study**

**? Whad'Ya Know ?**

What percentage of Millennials believe their managers have experiences they could share with them?

**23% 36% 59%**

**? Whad'Ya Know ?**

What percentage of Millennials believe their managers have experiences they could share with them?

**59%**

**2013 Harvard Business Review Article,  
"You're Probably Wrong About Millennials"**



**? Whad'Ya Know ?**

About how many older voters reported knowing an older worker who has experienced age discrimination in the workplace?

**20%**

**25%**

**33%**

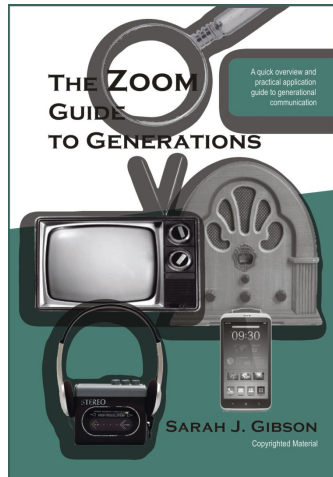
**? Whad'Ya Know ?**

About how many older voters reported knowing an older worker who has experienced age discrimination in the workplace?

**33%**

**AARP 2012 survey**

## What Have They Won?







## *Deep Dive*



- A deeper dive into:
  - Attract and Retain Employees
  - Change across Generations
  - Performance Management

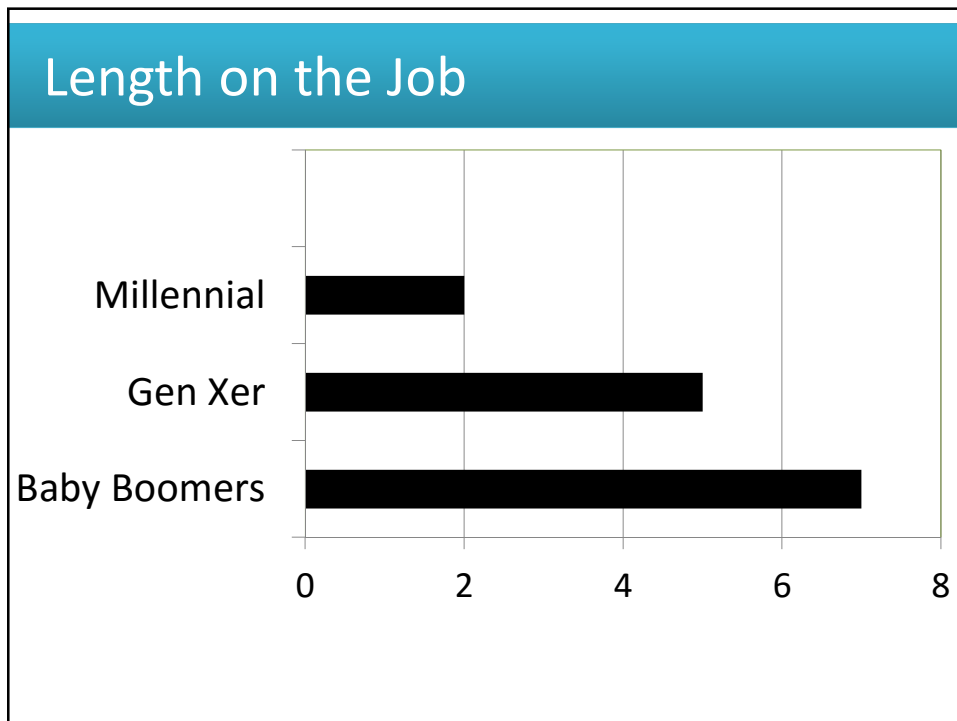
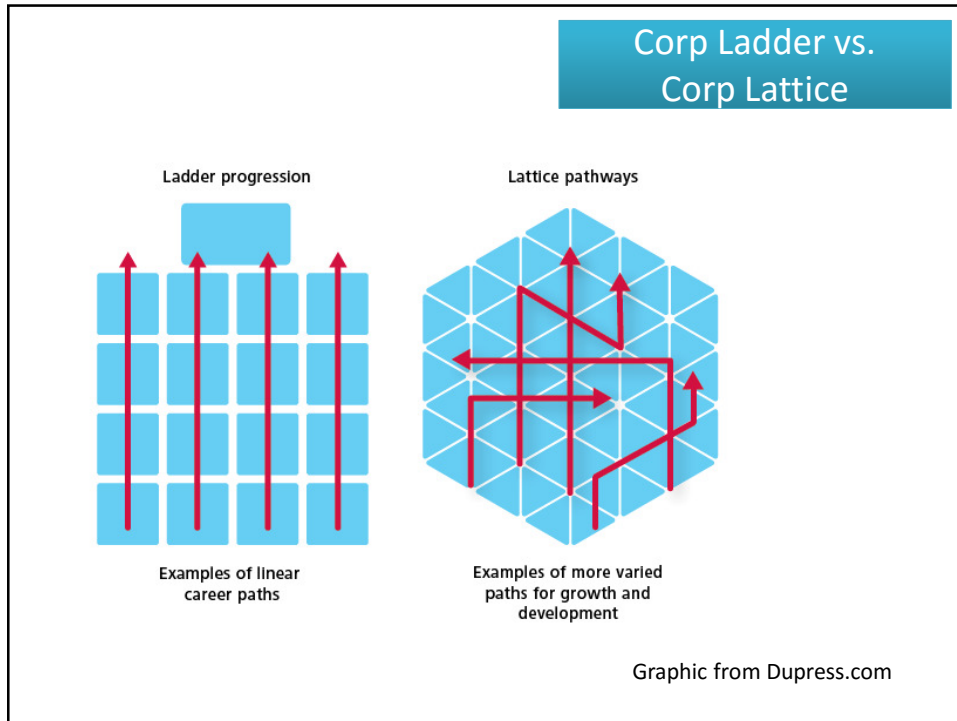
## Who are the generations?

WWII	Baby Boom	Gen X	Millennial
1925-1945	1946-1964	1965-1981	1982-2000
age 71 +	age 52-70	age 35-51	age 16-34
			

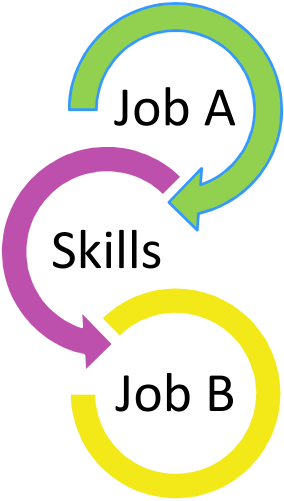
Pictures from Google Images

What are the  
generational  
bumps you are  
facing?

**BUMPS  
AHEAD**



## Skill Building



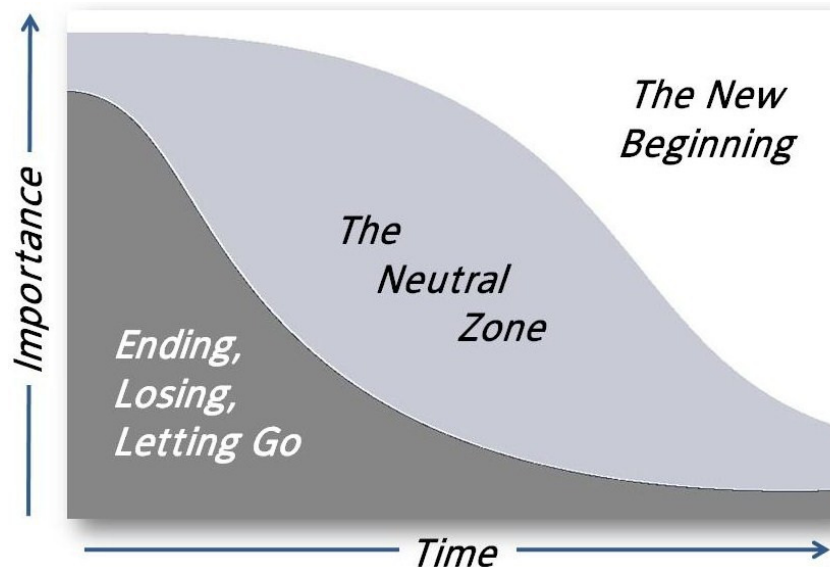
1. Identify skills that transfer between jobs
2. Identify agency needs, match to employee goals
3. Share and keep vision at heart of discussions

As State and Government Agencies,  
What Can You do to  
Attract and Retain Employees?

## Performance Management

- Review the handout and discuss how generational perspective impacts performance feedback and delivery.
- How is this similar or different to what you are doing?
- What concerns does this discussion raise for you as a supervisor? For the division?

## William Bridges' Change Model



Discuss:  
What types of  
agency or regulatory  
changes are coming  
your way?



## Boomers

*Boomers lose: Status,  
Competitive Edge*

- Make them part of your processes, get their consensus and participation to win them over
- Recognize their accomplishments, thank them
- Use their knowledge of what's happened in the history of the project to learn from failures and successes

## Gen Xers

*Xers lose: Independence,  
Flexibility*

- Be genuine
- Expect them to be skeptical and not impressed
- Offer them tasks they can do independently, allowing them to report back to the team
- Plan to prove yourself through credibility, not credentials
- Show them the immediate results and pay-off

## Millennials

*Millennials lose: Friendships  
and Relationships*

- Don't allow them to fail miserably as they introduce change – give ongoing feedback
- Help them understand division structure, policies and parameters required for change, including practical advice about people and politics
- Encourage them to bring ideas forward through the right channels
- Help them understand and prioritize change ideas



