

COMBINING SUPERPOWERS

Building a Dynamic
Multigenerational Workforce

What's Your
Superpower?

A Gen Z-er and a Boomer walk into a bar. They sit down and the Gen Z-er orders from the gluten-free vegan menu and the Boomer orders a T-bone steak.

They start chatting and the Gen Z-er says that social justice issues are the biggest problem facing the world and a plague on society. The Boomer waves this off and says kids these days are too sensitive. Their generation fought for civil rights in the 60's and did their part.

They go back and forth on this for a while and finally the Gen Z-er says, "We're just not going to settle this. We don't see eye-to-eye. I'm too young and inexperienced and you're too old and out of touch. What we need to do is ask a Millennial with a PhD in Sociology for their opinion."

The Boomer says, "that's a great idea!" and yells, "HEY BARTENDER! C'MERE!"

The Superpowers



BABY BOOMERS **1947-1964**

- Optimistic
- Competitive
- Workaholic
- Team-Oriented



GENERATION X **1965-1980**

- Flexible
- Informal
- Skeptical
- Independent



MILLENNIALS **1981-1995**

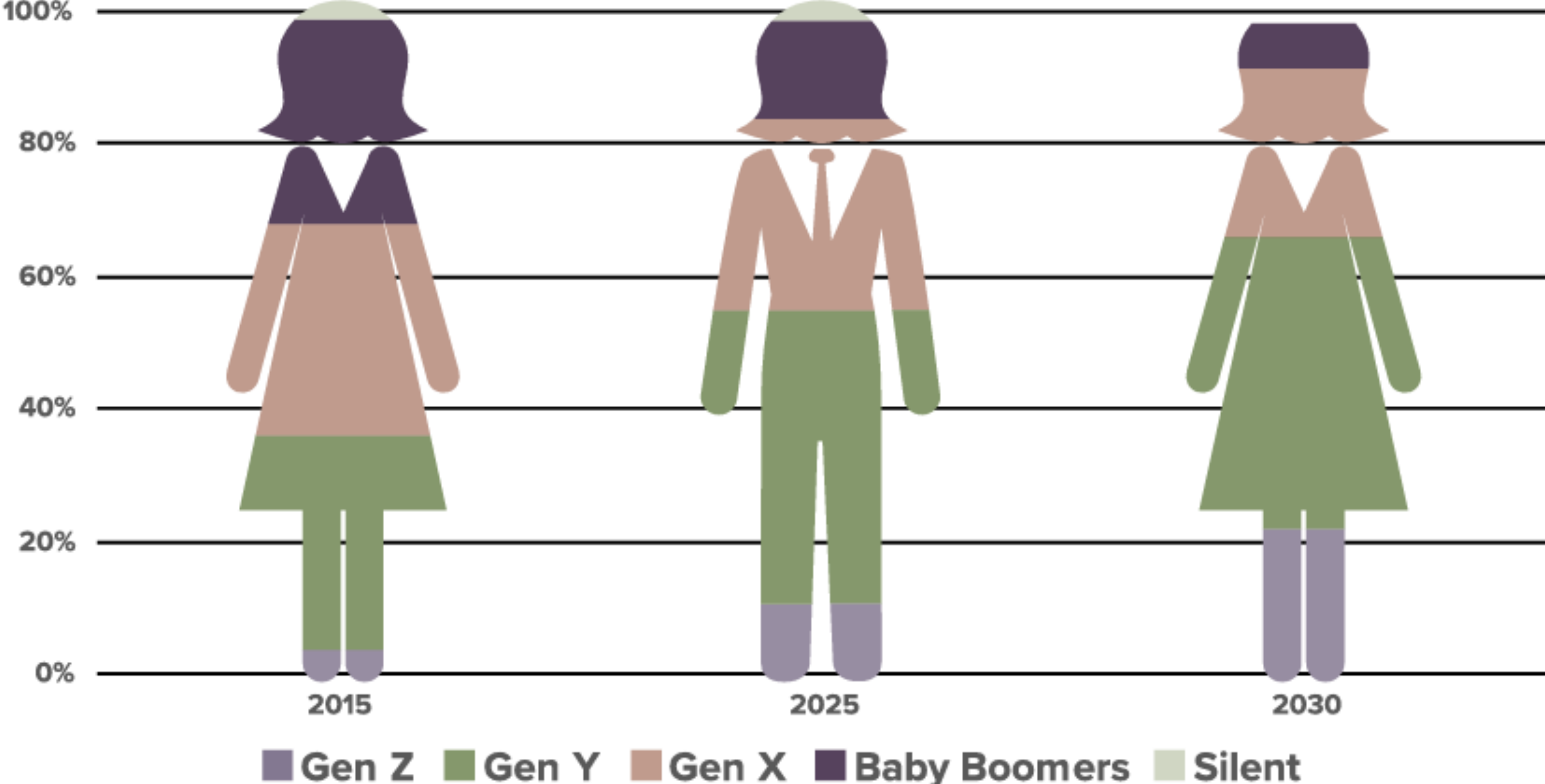
- Competitive
- Civic-and Open-Minded
- Achievement-Oriented



GENERATION Z **1996-2016**

- Global
- Entrepreneurial
- Progressive
- Shorter Attention Span

US Labor Force composition by generation





DUAL MENTORSHIP

The employee serves as both a mentor and a mentee.

- Two-way accountability
- Most successful in cross-generational relationships
- Requires all parties to be open-minded and receptive
- Broadened lens and scope
- Deeper workplace relationships
- Mutual respect for skills, knowledge, and attributes



DUAL MENTORSHIP

7 in 10 workers report to enjoy working with generations other than their own.

- **Younger colleagues offer:**
 - Opportunity to pass on their skills and knowledge (79%)
 - Creativity they bring to the work environment (73%)
- **Older colleagues are valued for:**
 - Skill as teachers (77%)
 - Providing an a different perspective (76%)
 - Making the workplace more productive (69%)



DUAL MENTORSHIP

Mentorship promotes positive attitudes towards the diverse workplace.

Most valuable aspects of mentorship:

- Job skills or training advice (90%)
- Advice on career paths (84%)
- Networking opportunities (83%)
- Advice on difficult workplace situations (82%)

Employees who have been mentored are **more likely** to become mentors



DUAL MENTORSHIP

Employees with mentorship experience are **significantly more likely** to see the positive benefits that both younger and older coworkers bring to their jobs than those who have never had or been a mentor.

- **Older generations with mentoring experience:**
 - Are more likely to believe younger workers are creative (84% vs. 69%)
 - Can teach them new skills (82% vs. 57%)
 - Consider new perspectives (80% vs. 59%)
- **Younger generations with mentoring experience:**
 - Are more likely to believe older workers make the workplace more productive (83% vs. 65%)
 - Can teach them new skills (82% vs. 63%)
 - Make the work environment more fun (76% vs. 56%)



Boomers

MEGA
GEN

GEN X

MILLNNIALS

GEN Z



MEET THEM WHERE THEY ARE

What is "onlyness"?

- You are a part of the world in a way that only you stand
- How you add value to the world
- Focus on where you can meet someone in their "onlyness"
- We're all teachers



GENERATIONAL HUMILITY

What does this mean?

- Offer (and accept!) different sets of lenses
 - The goal is **not** agreement
 - The goal **is**:
 - Creating a space for a conversation
 - Removing your lens
 - Seeing the story through another lens

