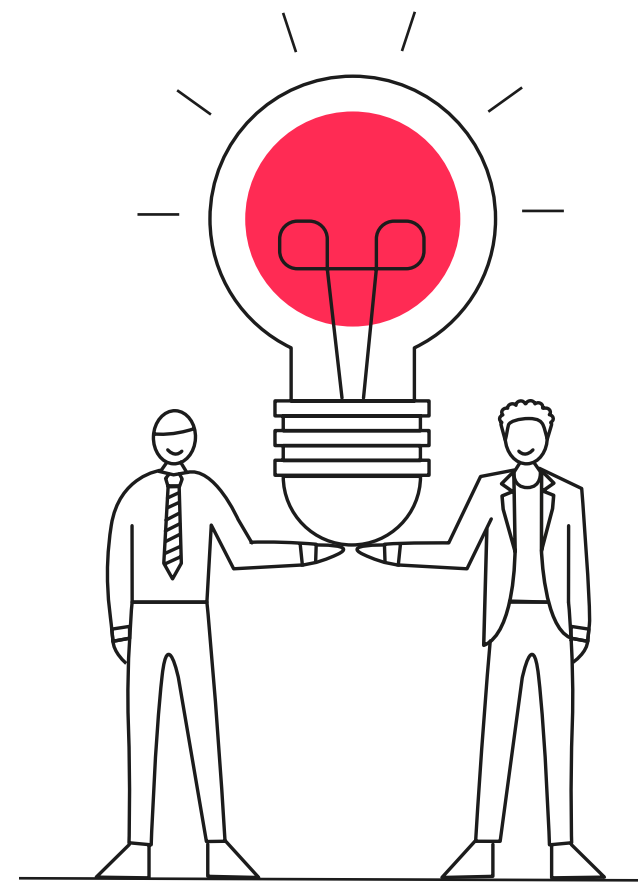


Embracing Multi-Generational Teams

A multi-generational workforce is one in which employees span different generations. There are now five generations in the workforce simultaneously – Generation Z, Millennials, Generation X, Baby Boomers and the Silent Generation – a first in modern history. Today’s employers can have young graduates working side-by-side with great grandparents.

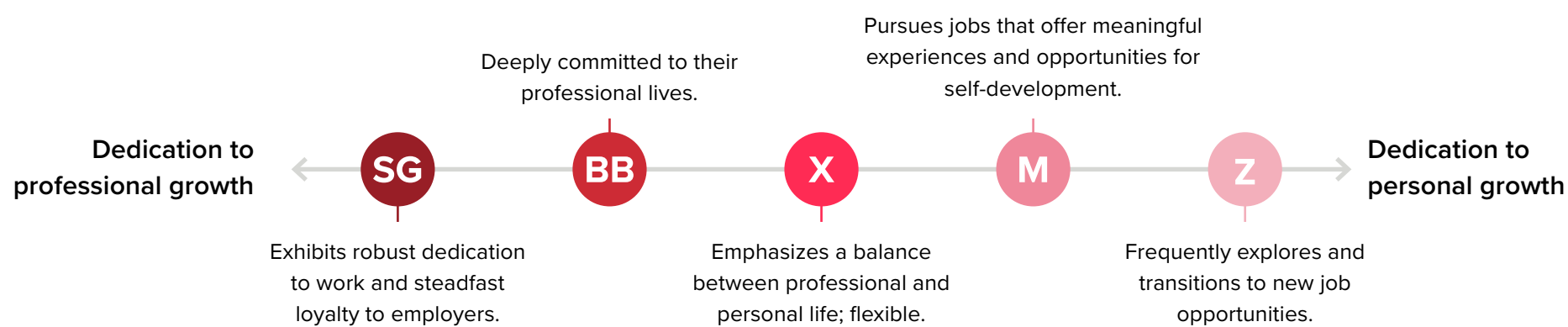
Managing a multi-generational workforce is crucial for several reasons, as it directly impacts a company’s competitiveness, innovation, and ability to thrive in a rapidly changing business landscape.



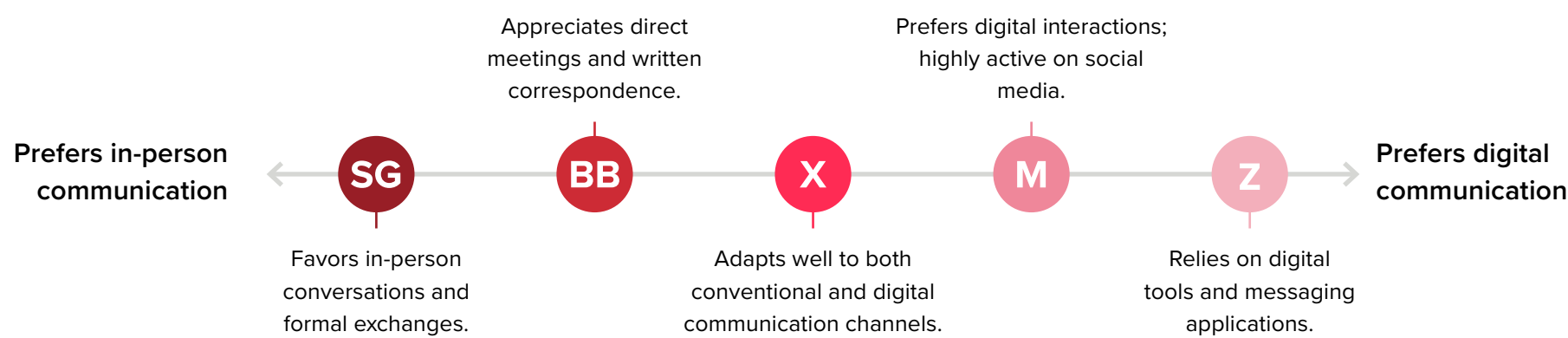
Workforce characteristics

Note that these wishes are tendencies, not absolutes, for every member of each generation.

Generational values



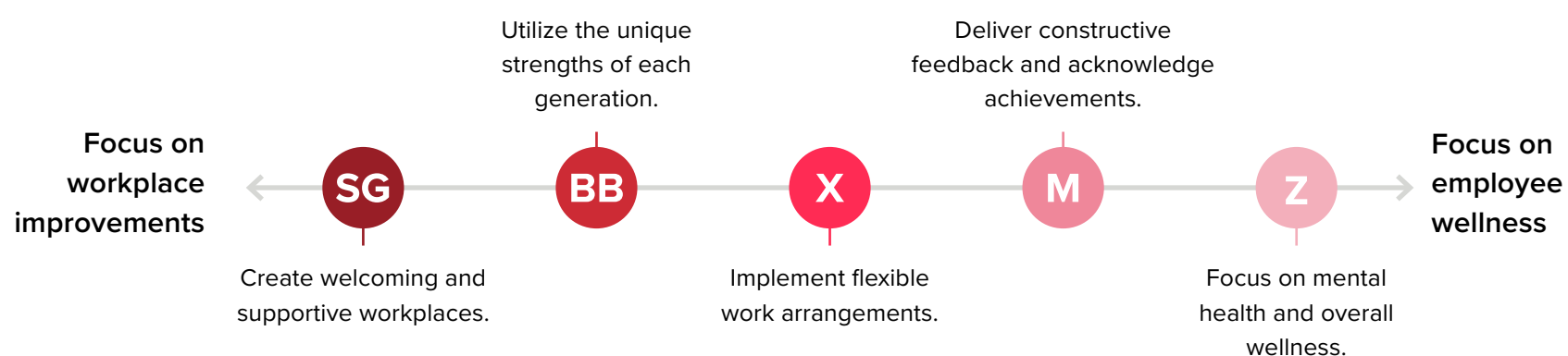
Communication styles



Career expectations



What each generation asks of management



- SG** Silent Generation (Born 1928-1945)
- BB** Baby Boomers (Born 1946-1964)
- X** Generation X (Born 1965-1980)
- M** Millennials (Born 1981-1996)
- Z** Generation Z (Born 1997-on)

“ Bridging the generational gap

There are ways to bridge the generational gap. It begins with communication, humility, and a deeper curiosity about the strengths and limitations of our team members and ourselves. It begins with the acceptance that we are fundamentally different people with equally valuable insights to offer.

[Harvard Business Review](#)