

Why is understanding generations in the workplace **important?**

People resemble their times more than their parents.

The first headlines to inspire, shape the character of a generation.

Traditionalists and Boomers are working longer and retiring later in life.

The cost to a business to replace an employee who leaves is 2.5 times his or her annual salary.



Differences Between Generations



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Priorities
Expectations
Learning Styles
Communication
Appearance
Way of Thinking
Motivation
Working Styles
Decision Making



We live in a world of **change**

2000

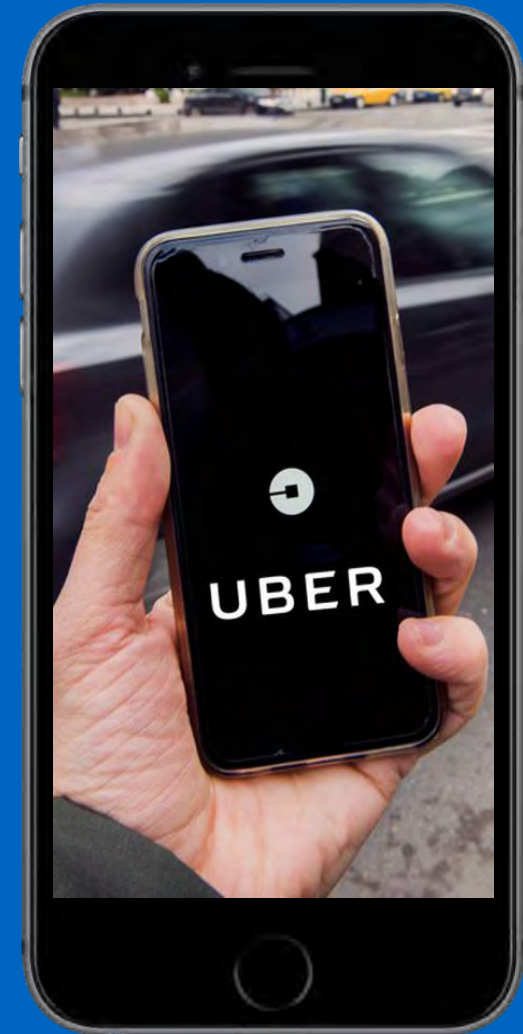
**Don't meet people from the internet
Don't get in stranger's cars**

2025

**Literally summon strangers from the
Internet and get in their car**



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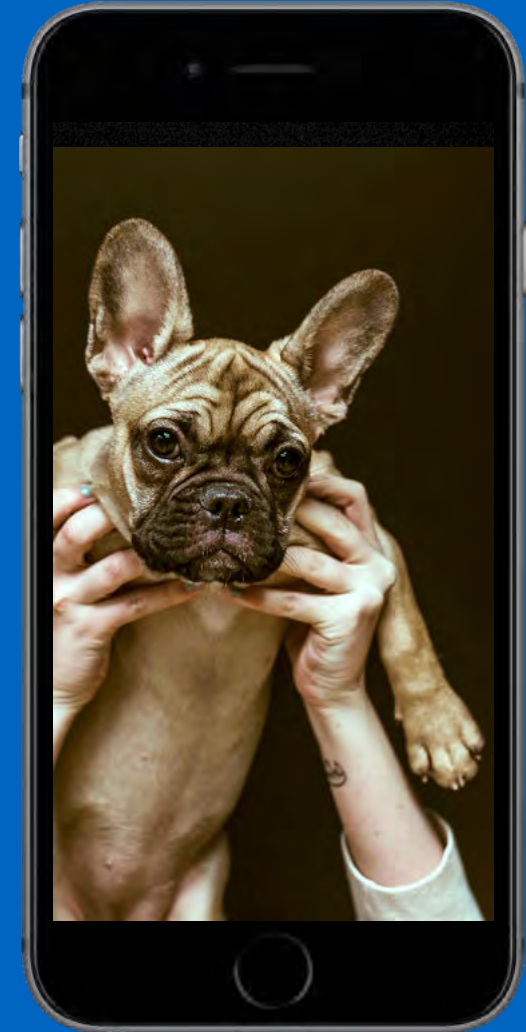
Everything in this
Radio Shack add
can now be found
on your smart
phone.



What have you
seen change in the
last 10 years?
2015-2025



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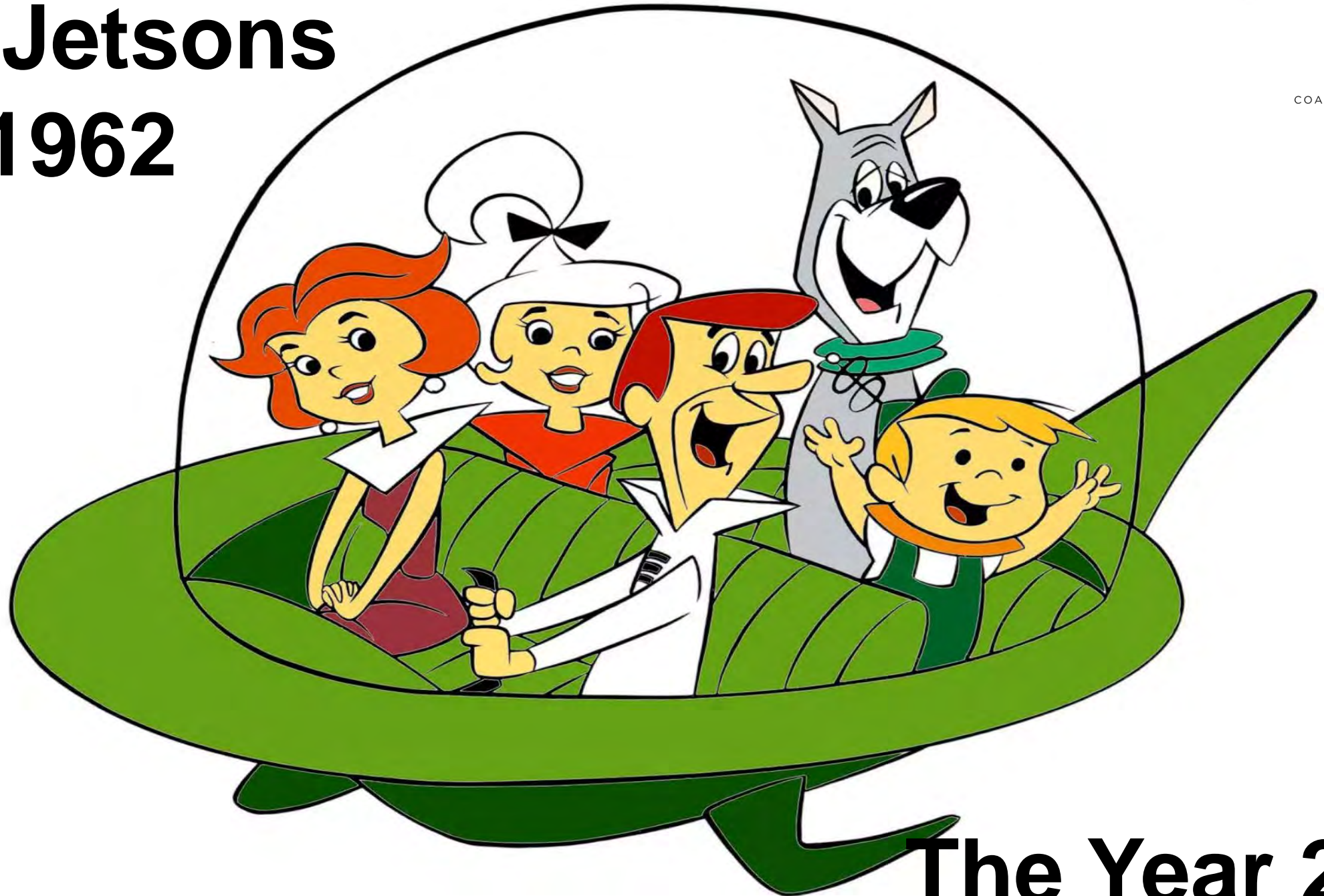
Context

The Jetsons

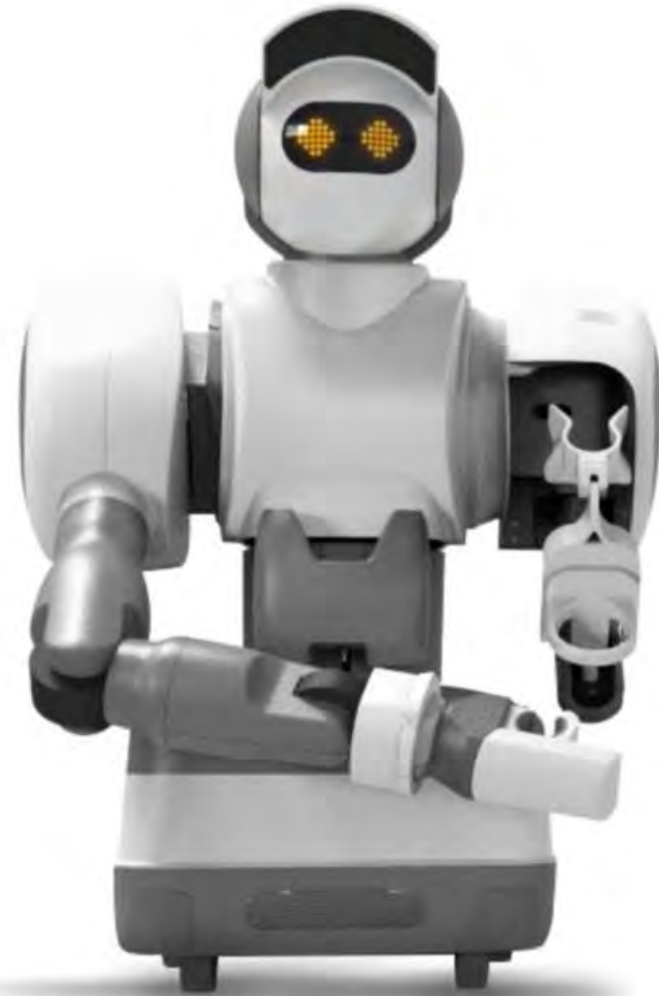
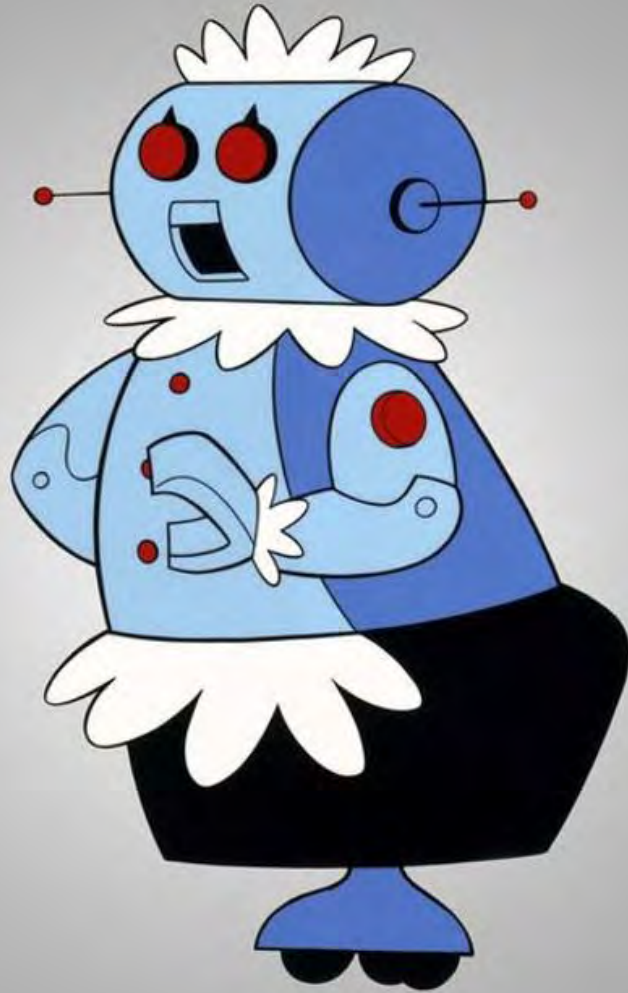
1962



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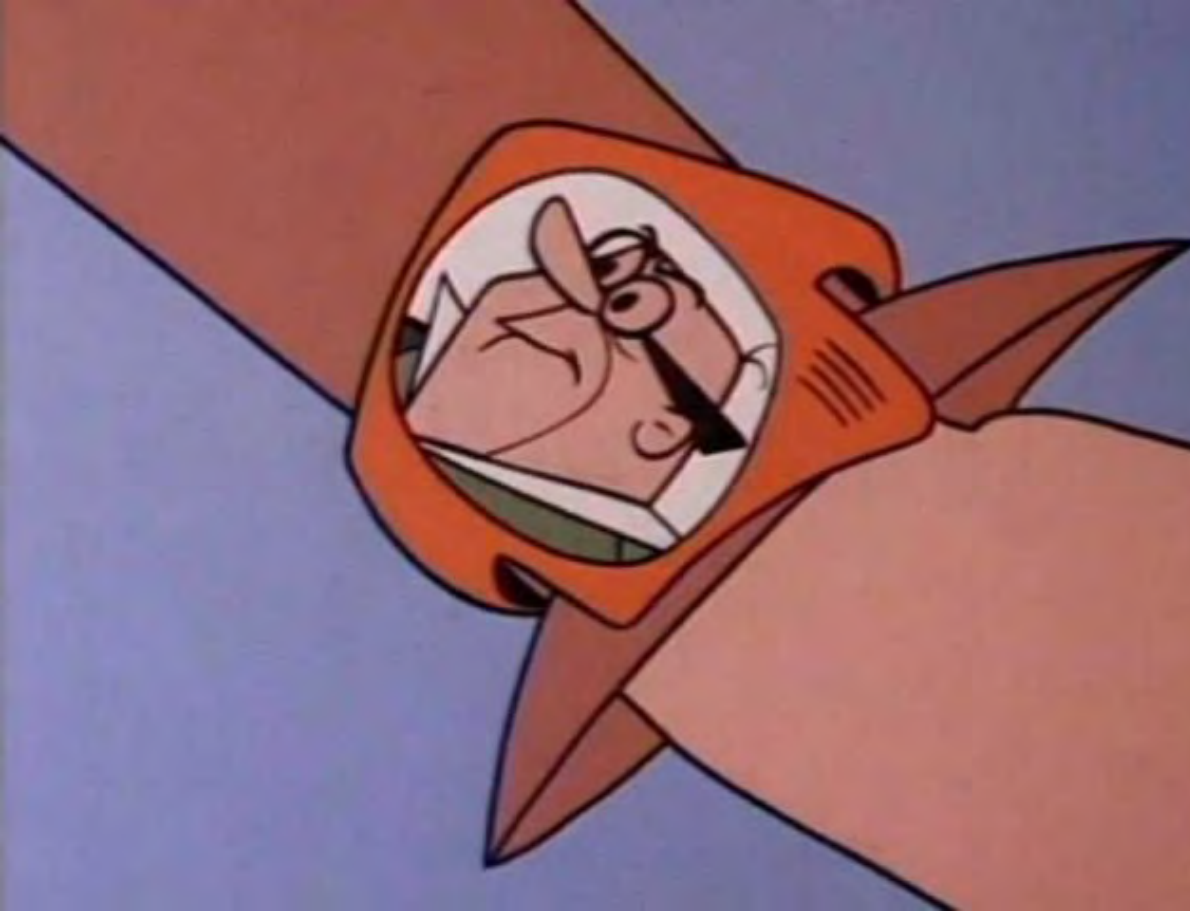
The Year 2062



Robotic House Help



Flying Cars

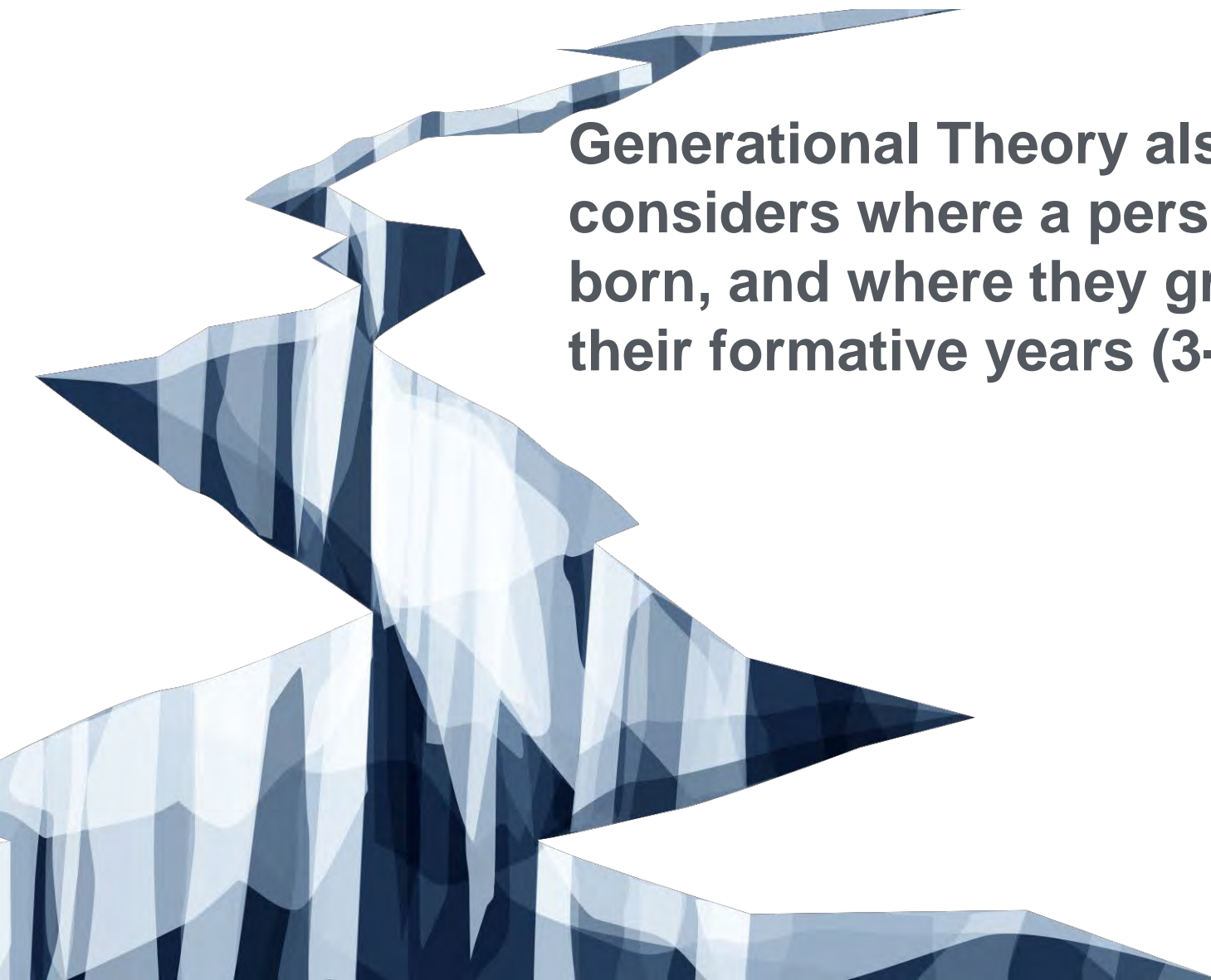


Smart Watches

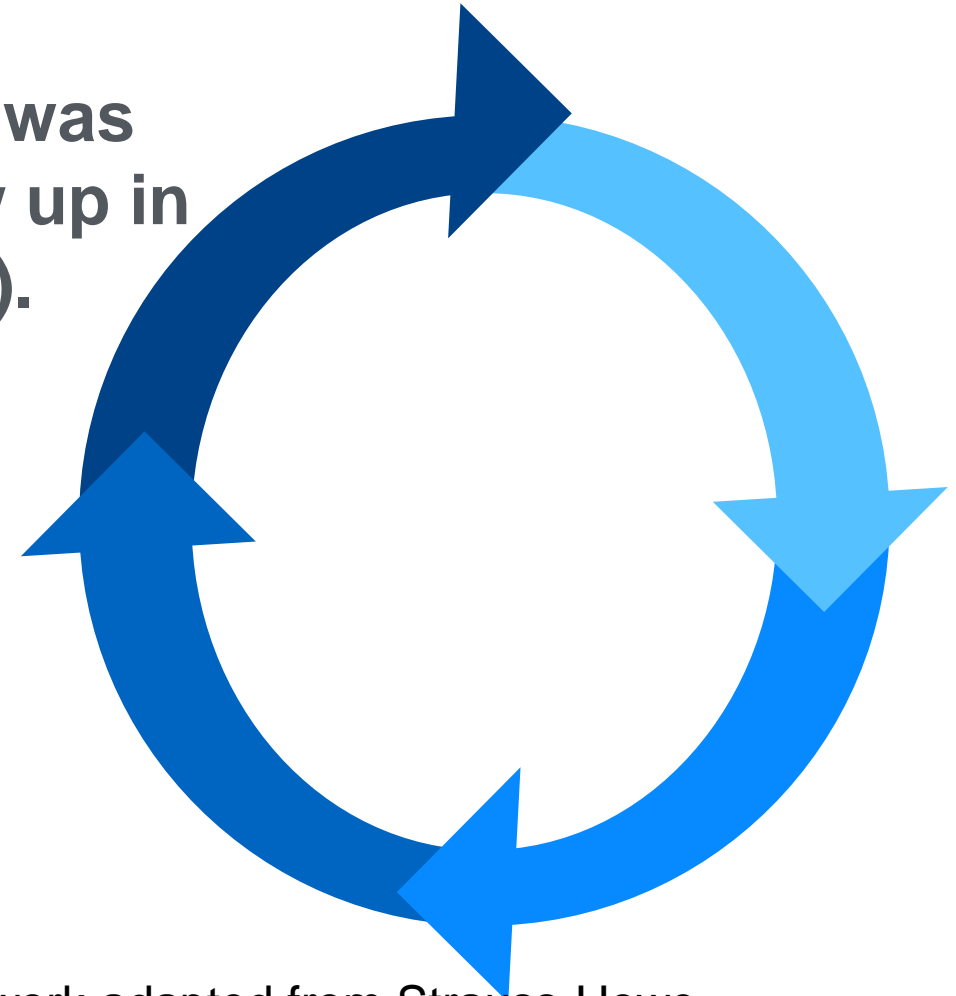
Generational Theory



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A stylized illustration of an iceberg with a jagged, crystalline surface. The top part of the iceberg is white, while the submerged part is dark blue and black, creating a sharp contrast.

Generational Theory also considers where a person was born, and where they grew up in their formative years (3-18).



*work adapted from Strauss-Howe



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Urban vs. Rural

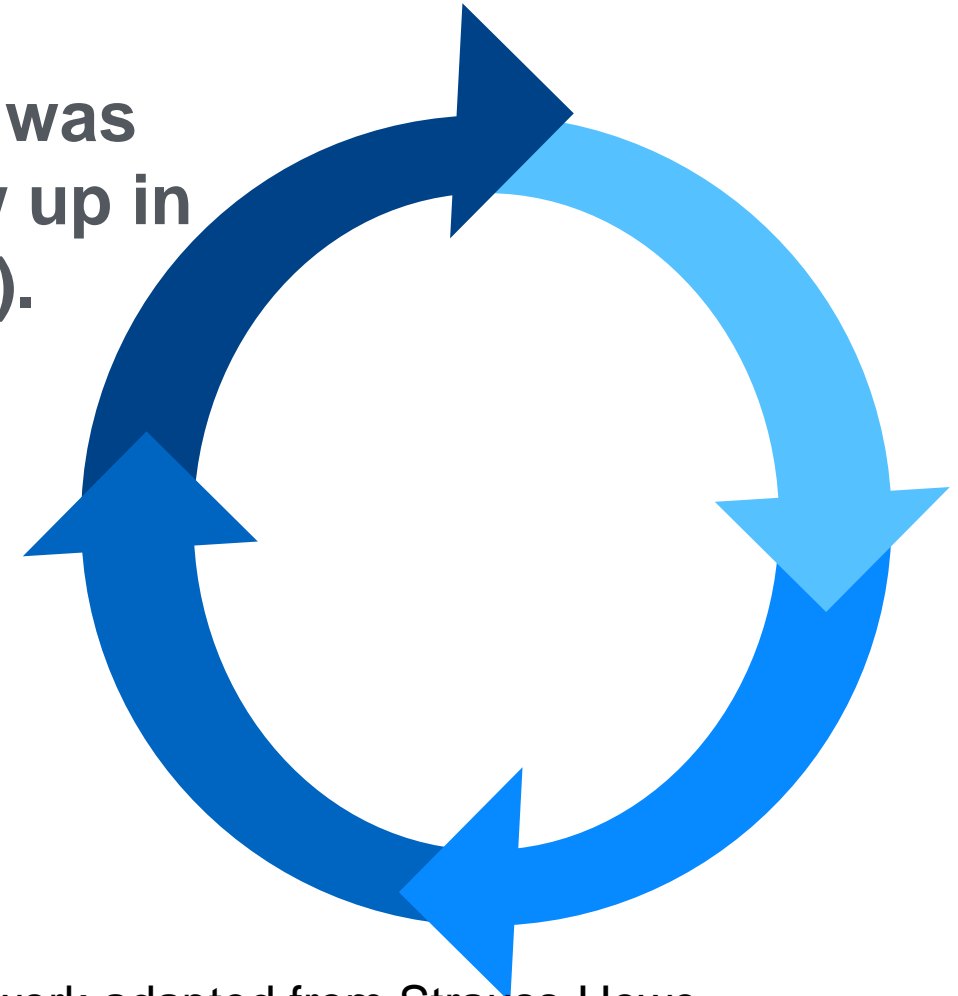


Generational Theory



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Generational Theory also considers where a person was born, and where they grew up in their formative years (3-18).

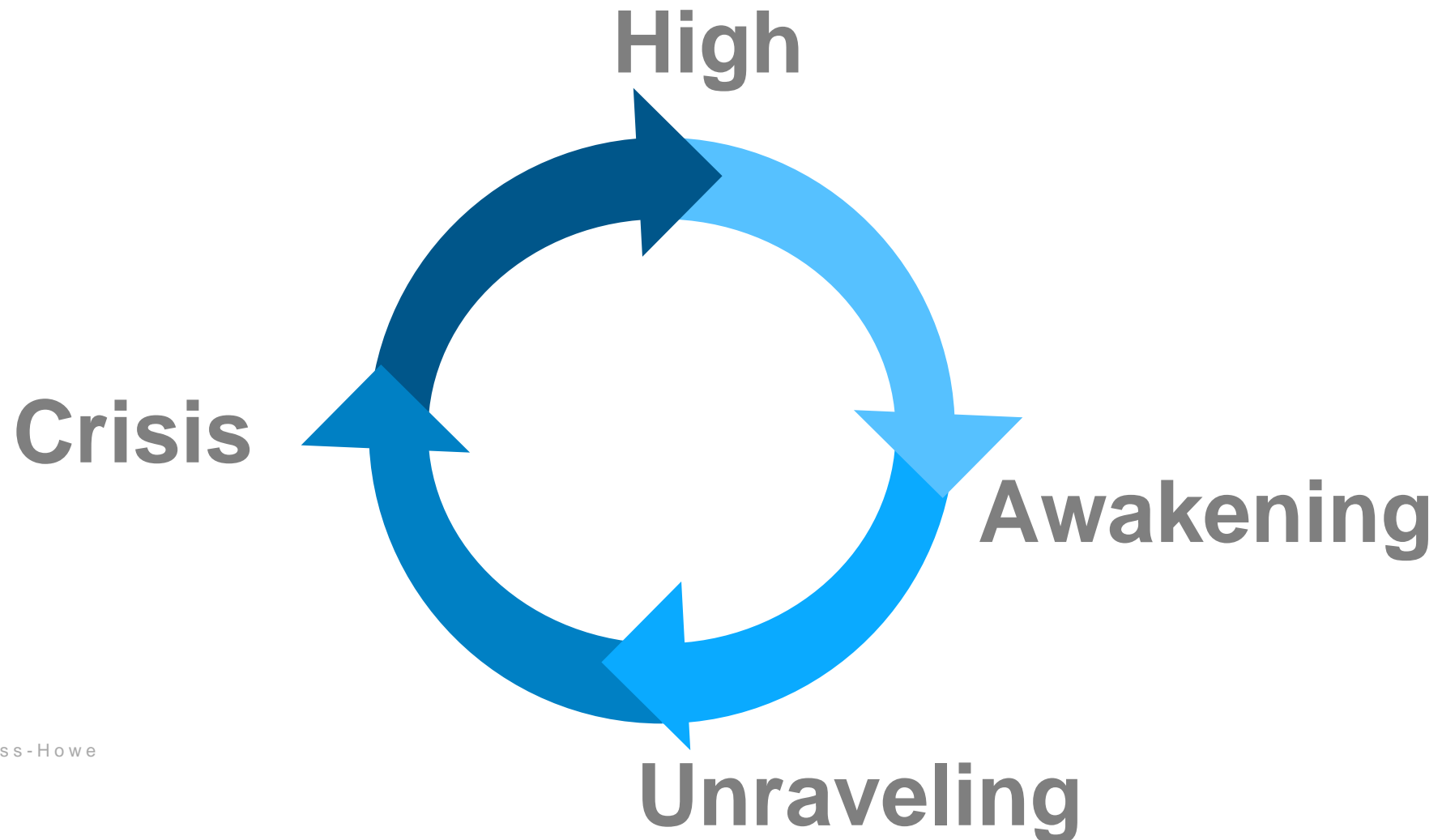


*work adapted from Strauss-Howe

Generational Theory



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*work adapted from Strauss-Howe

Generational Shared Values

Respect
Competence
Connection
Autonomy

