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Five Generations: Preparing Multiple Generations of Learners for a Multi-Generational Workforce

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Five Generations: Preparing Multiple Generations of Learners for a Multi-Generational Workforce

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(Family Studies and Early Childhood and Family Advocacy)

May 8, 2018



Overview

- Employees, Students, and Generations
- Engagement
 - Interpersonal Communication
- Learning



Five generations in the workforce

- What is the age of the youngest student you have worked with?
- What is the age of the oldest student you have worked with?
- What were the issues?



Texting Bride

<https://www.youtube.com/watch?v=47EDdvSqn7Y>



- **CELL PHONE?**

- Sleep with it?
- Gen Y, Z = 70% sleep with phone near
- Text-walk, 50%
- Other place?

- Millennials and Gen Z; Inc., 2017



150

times / day

Students check their mobile devices on average of 150 times per day

Flurry Insights (Yahoo)
2014

3

hours / day

On average students spend 3 hours using their mobile device

Kleiner Perkins
2014



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QUIZ

- ATM
- BRB
- BTW
- B4N
- L8R
- IDC
- CUL8R
- AFAIK
- GR8
- ILY
- IMHO
- BTDT
- LMK
- LOL

- Site: <https://www.techlicious.com/blog/take-this-texting-acronym-quiz>



QUIZ

- ATM – Automated Teller Machine, At the moment
- BRB – Be right back
- BTW – By the way
- B4N – Bye for now
- L8R – Later
- IDC – I don't care
- CUL8R – See you later
- AFAIK - As far as I know
- GR8 – Great
- ILY – I love you
- IMHO – In my humble opinion
- BTDT – Been there done that
- LMK – Let me know
- LOL – Laugh out loud
- Site: <https://www.techlicious.com/blog/take-this-texting-acronym-quiz>



- *How and where did Kennedy die?*
- Assassination in Dallas, TX – Traditionalist, Baby Boomer
- Plane crash near Martha's Vineyard, MA – Gen X
- Kennedy who? – Gen Y, Gen Z





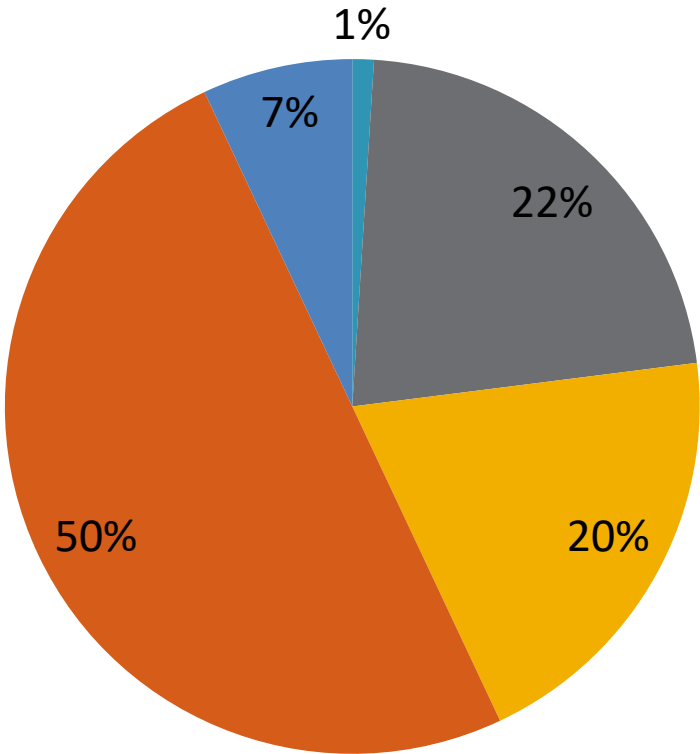
WHO IS IN THE WORK FORCE?



- **Traditionalists (1922-1945)**
- **Baby Boomers (1946-1964)**
- **Generation X (1965-1980)**
- **Generation Y, Millennials (1981-2000)**
- **Generation Z, Gen 2020, iGen, Post-millennials (2001-present)**

Generations: 2020 Projection

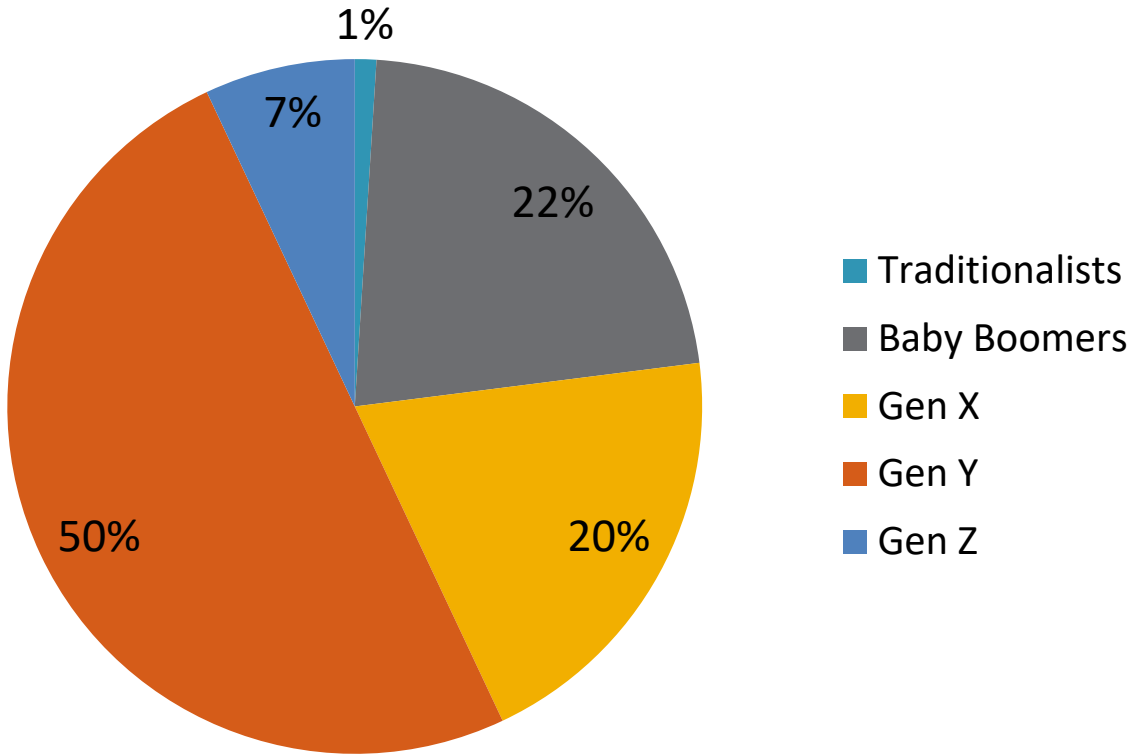
2020: National Projection



Source: Future Workplace Survey; Mentoring Millennials (Meister & Willyerd, 2010)

Generations: 2020 Projection

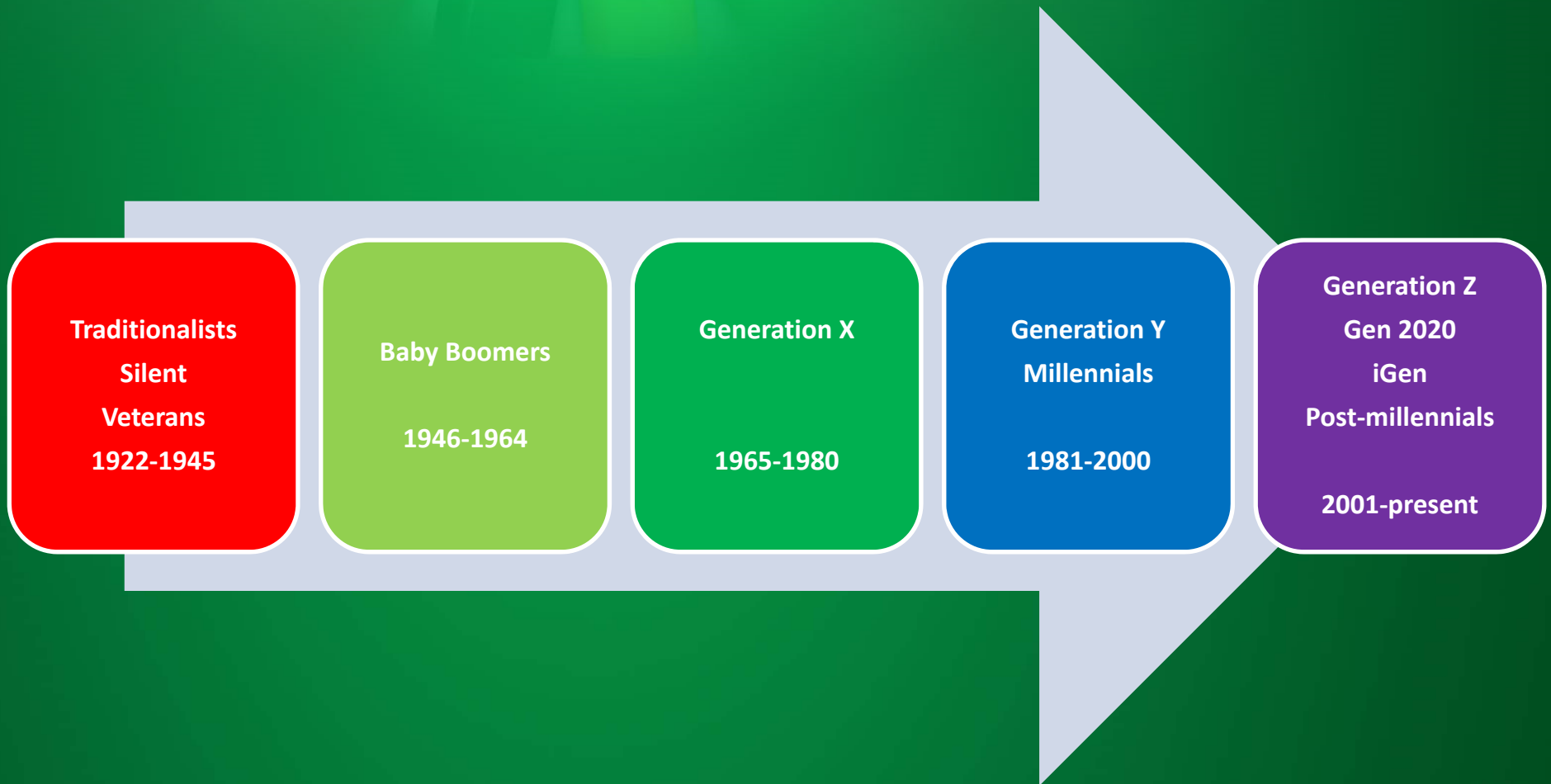
2020: National Projection



Source: Future Workplace Survey; Mentoring Millennials (Meister & Willyerd, 2010)



5 generations in the workforce (Shah, 2015)





Generations

- Research indicates that people communicate based on their generational backgrounds.
- Each generation has distinct attitudes, behaviors, expectations, habits and motivational buttons. Learning how to communicate with the different generations can eliminate many major confrontations and misunderstandings in the workplace and the world of business



Generational differences can affect:

- recruiting
- building teams
- dealing with change
- motivating
- managing
- maintaining and increasing productivity
- communication misunderstandings
- high employee turnover
- difficulty in attracting employees
- gaining employee commitment



- An Interview

<https://www.youtube.com/watch?v=Uo0KjdDJr1c>



TRAITS

- **Traditionalists (1922-1945)**
- **Baby Boomers (1946-1964)**
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- **Generation Z, Gen 2020, iGen, Post-millennials (2001-present)**



Keys to Success in Multigenerational Classrooms

- Open recognition of the value of each generation.
- Establish an even playing field
- Encourage collaboration to develop critical thinking skills.



Work Environment

- This employee likes to work alone; own office space; own projects; competitive
- Traditionalists (1922-1945)
- Baby Boomers (1946-1964)
- Generation X (1965-1980)
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Commitment to Work

- This employee expresses workplace loyalty; work is a duty; work is priority
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Technology

- This employee is a TRUE digital native; technology is easy to use; instinctive use; adaptive to platforms, technology
- Traditionalists (1922-1945)
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Communication

- This employee / student likes to communicate face-to-face; relies less on technology for communication; prefers in-person meetings
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Technology-free or Technology-friendly?

- How do you use technology, cell phones in class?



Pew, 2018

- 95% all American adults use cell phones (77% smart phones)
- Racial/ Ethnic

	• All phones	Smart	Other
White	94%	77%	17%
Black	98%	75%	23%
Hispanic	97%	77%	20%



GENERATIONAL OVERVIEWS



Similarities

- Financial Conservatives
- Traditionalists (1922-1945); Generation X (1965-1980); Gen Z (2001 – present)
- *Digital First to **Digital ONLY**; using the internet to make purchases, less brick and mortar stores* (Generation Y, Millennials (1981-2000); Generation Z, Gen 2020, iGen, Post-millennials (2001-present)



WORKPLACE	Traditional	Baby Boomers	Gen X	Gen Y	Gen Z
Work ethics	Hard working	Workaholic	Work only as hard as needed	Work, change the world	Secure, money
Workplace success	Deadlines 84% Along 81%	Deadlines 77% Along 78%	Deadlines 75% Along 71%	Deadlines 62% Multi-tasking 59%	
Supervision	Some feedback	Some feedback	Immediate, continuous	Immediate, continuous	
Work/Life	Family secondary	Work first	Value Balance	Value Balance	Likely Balance



LEARNING AND LEARNERS



There is no Single Student Profile

- Different interests
- Backgrounds
- Talents
- Motivations
- Goals
- Different relationship with technology



Teaching?

“Students do not
need a teacher,
they have
‘google’”



What do Students need?

- Validate students' diversity
- Encourage students' strengths
- Motivate students' needs
- Nurture a sense of community



What do faculty need?

- Flexibility
 - Different Pedagogy
 - Learning Strategies
- Support team
 - Other instructors – support team
 - eCampus / Instructional Designers
 - Help Desk
- Resources



What do faculty need?

- Partnerships
 - Graduate Programs
 - Certification
 - Employers
 - Professional Associations
- Credentialing
 - Documented learning
 - Competencies

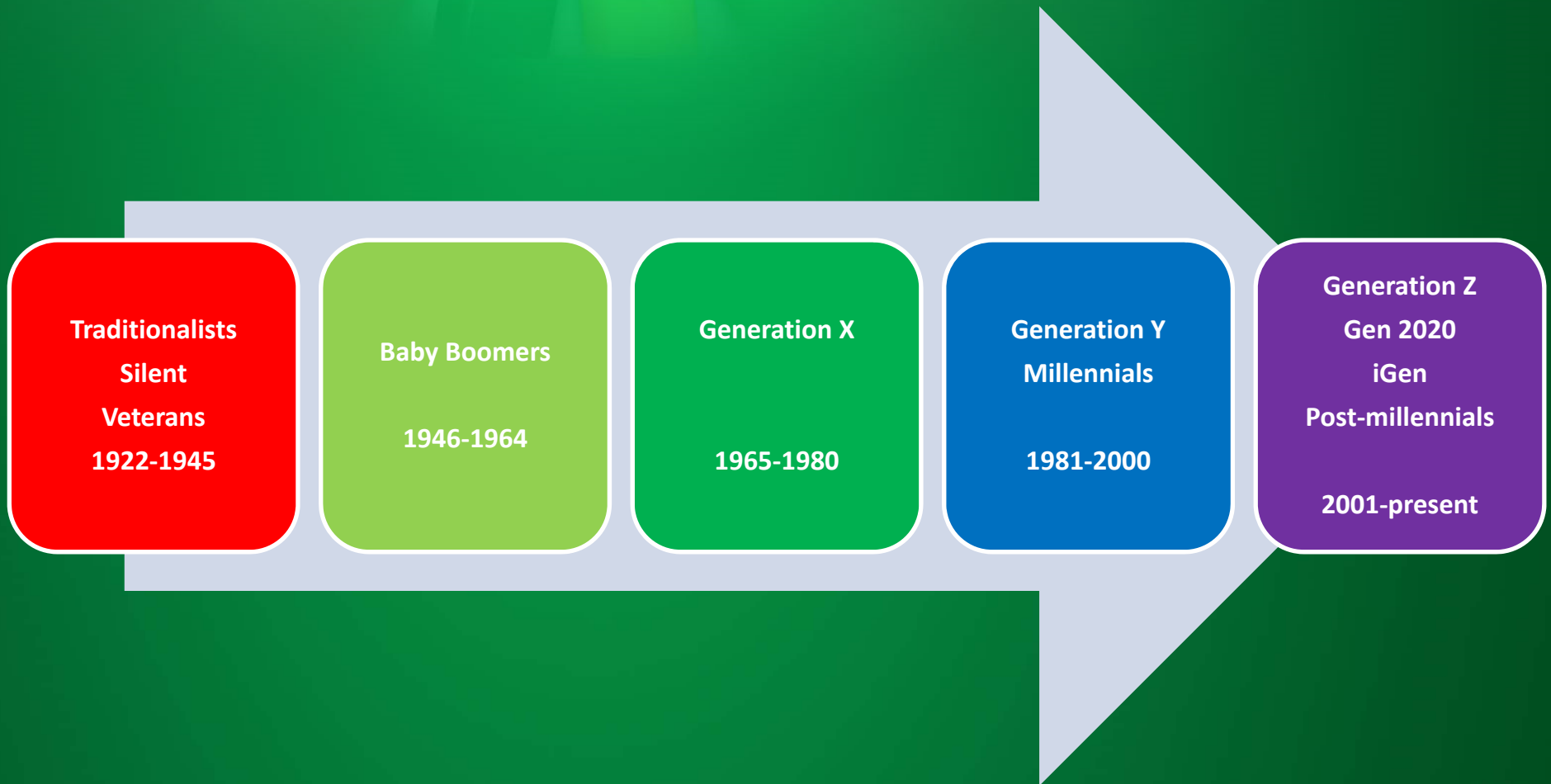


Multi-modal learning Strategies

- Visual
- Aural
- Read/Write
- Kinesthetic

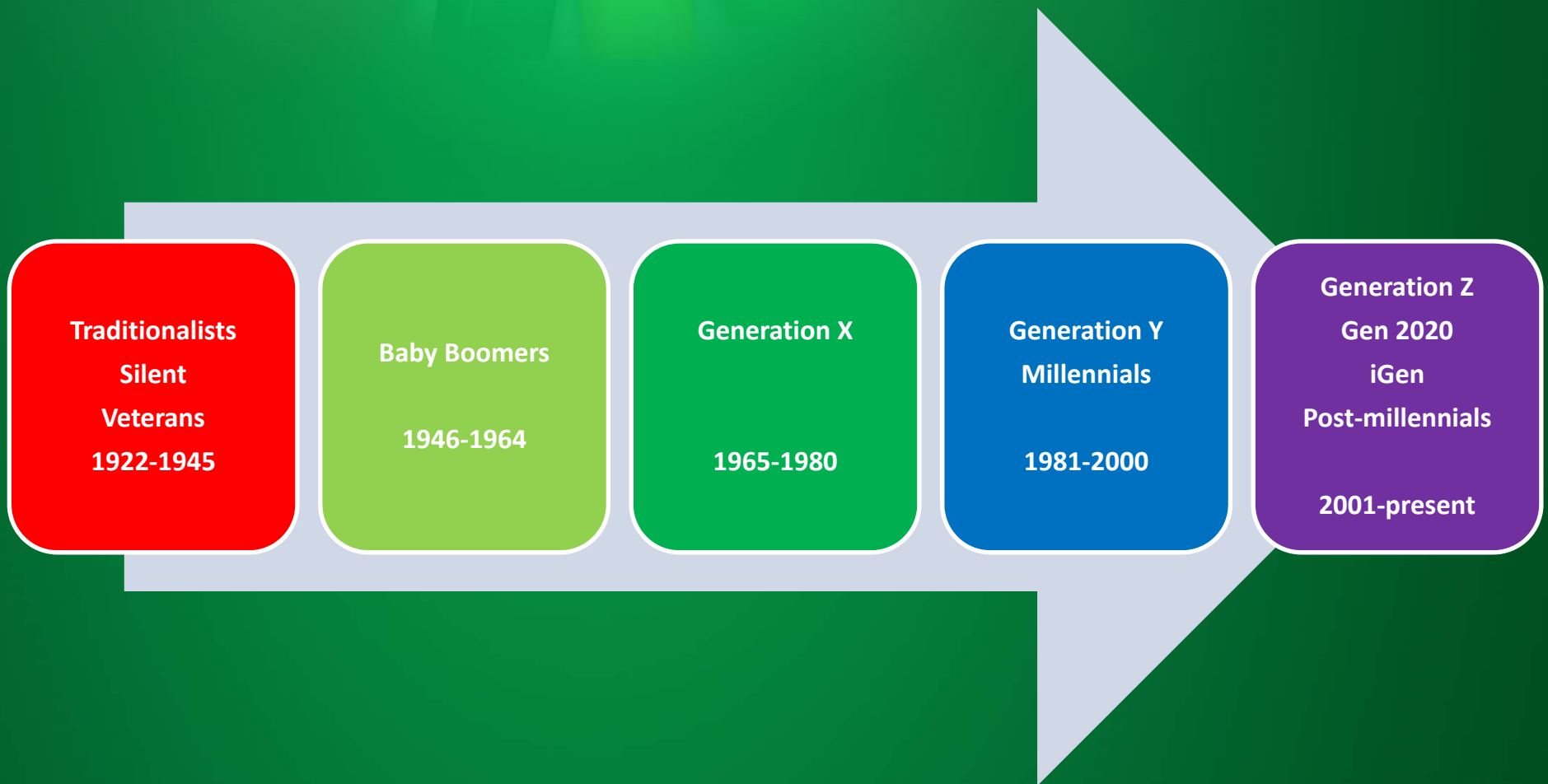


Identify one person in each generation





Assignment across generations





Overview

- Employees (Instructors), Students, and Generations
 - Engagement
 - Interpersonal Communication
 - Learning
-
- *There is little research on FIVE generations of workers and even less on five generations of learners*



THANK YOU!

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