# The generational divide – A debate on technology and the decision-making process

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**Abstract.** *Technology has become an essential part of modern daily life and society, influencing different aspects of human existence. This article examines the complex connection between technology and society, focusing on the differences between generations such as Gen Z and Millennials compared to Gen X and Boomers. It aims to clarify how societies might effectively utilise technological progress for their benefit. An essential aspect of this investigation is the recognition that the incorporation and assimilation of technological advancements into society structures are crucial milestones in achieving their advantages, particularly from a governmental standpoint. Furthermore, the study explores the profound influence of technology on society, with a specific focus on its ability to enhance digital supremacy, technological expertise, and generational progress.*
*Moreover, the research examines the mutually beneficial connection between technology advancement and economic growth. It highlights the crucial importance of technological progress in stimulating economic growth, explaining how the ongoing development of technology stimulates innovation, promotes economic activity, and influences global economic conditions, including the tensions arising from different generational advancements.*

**Keywords:** gen z, millennials, gen x, boomers, decision-making, government.

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## 1. Introduction

Technology now plays a major part in daily life and society. Societies can benefit from technological advancements when they know more about it. A technological invention reaches society when it achieves a specific level following its release and commercialisation. Students that use technology gain information literacy, technological literacy, the ability to learn new things throughout their lives, and other abilities that are critical for a successful career in the twenty-first century. Digital technology is now a part of every social system action and function.

Economic expansion and technological progress are interconnected. The technological advancement is a crucial factor in determining economic expansion. The technological process generates and sustains economic activity. Influential economies have emerged in the contemporary era due to superior technologies, resources, topography, and history. Economic surpluses that arise naturally from a well-functioning, solid economy are dedicated to increased technological use. Due to the economic integration of technology into human society, funding opportunities for new technological projects are virtually limitless. Nevertheless, technological investment has evolved from something that initially required the time, effort, and expertise of a handful of individuals to something that can now require the collective effort and expertise of millions of people.

## 2. From technological evolution to scientific breakthrough and societal development

A country that fails to prioritise scientific advancements runs the risk of technological standstill and compromising its edge over its competitors. Values are also impacted by the application of technology because it alters realities and expectations. Additionally, values impact the implementation of technology.

Technology usually supports the implementation of bureaucratic and organisational group structures that were previously unattainable. Situations of this could consist of:
- The emergence and expansion of extremely large organisations, such as the military, governments, health and social welfare institutions, and supranational corporations.
- The commercialisation of leisure activities, including products, sporting events, and more.
- The worldwide spread of information and entertainment in an almost instantaneous format.

While technology has the potential to enhance environmental conditions, facilitate unsustainability, and promote sustainability, it may additionally damage the environment and limit appreciation for the world around us.

In most contemporary technological processes, undesired byproducts, referred to as pollution, form alongside planned products. Although industrial processes frequently repurpose material waste, numerous processes result in its disposal into the environment, which gives rise to adverse environmental consequences including contamination and a lack of sustainability.

Some governments may determine that the environmental drawbacks and other hazards associated with proprietary technologies surpass their advantages, particularly if or when alternative technologies have been developed or are on the horizon, resulting in targeted technological discontinuations. While certain technologies may be intentionally developed with environmental concerns in mind, the majority are primarily driven by financial or economic considerations, such as the free market's profit motive. The depletion of non-renewable natural resources and the contamination of air, water, and land are the most apparent consequences. Long-term consequences may also be more nuanced, such as the devastation of natural habitats, deforestation, and coastal wetland areas, among others.

A primary issue is an absence of societal decision-making processes, including those in the modern economy and politics, which effectively implement viable and prospective efficient methods for the large-scale removal, recycling, and prevention of these pollutants in a timely manner.

Digital technologies are crucial to achieving the green transition and, more specifically, the environmental objectives of the SDGs and European Green Deal. The proper execution of emerging digital technologies could potentially have a significant impact on the resolution of issues related to the environment. Intelligent city mobility, catastrophe prediction, sustainable supply chains, environmental monitoring, and precision agriculture are a few examples.

Additionally, society has control over technology through its decisions. In addition to consumer demands, the following factors influence these decisions: the way products progress from raw materials to disposal; cultural perspectives on design, individual autonomy, materialism, consumerism, economic considerations related to the well-being of individuals, the environment, government regulation, capitalism.

*Governmental decision making*

Government decisions generate significant influence on the functioning of society, creating a multitude of elements including everyday life, the economy, social conventions, and overall well-being.

The decisions made by the government have a significant impact on the structure, operation, and progress of society. Economic stability, social welfare, infrastructure, environmental sustainability, legal frameworks, political rights, and cultural norms are all

influenced by these decisions. A fair thriving, and resilient society can only be advanced through inclusive and efficient governance.

The rapid advancement of digital technology outpacing societal progress creates several challenges and tensions. This disparity affects various aspects of life, such as economic inequalities, social structures, cultural conventions, and ethical concerns.

To address the disparity between the fast-paced digital advancements and the slower evolution in society, a comprehensive strategy is needed. This strategy should encompass investment in infrastructure, education, community development, cultural adaptation, ethical supervision, and collaboration across different generations.

Older generations may lack a comprehensive understanding of or fail to prioritise the rapid technology advancements, resulting in obsolete or inadequate policies that do not effectively handle contemporary digital requirements.

Legislative processes are frequently inefficient, failing to keep up with the rapid pace of technical advancements. Therefore, the regulatory framework falls behind the demands of the digital era.

Allocation of funds may prioritise conventional sectors above investments in emerging technologies, digital infrastructure, and education.

Lack of enough support for startups and innovation-driven companies, which are crucial for the advancement of digital technology, may be a problem.

Older leaders may have insufficient digital literacy to make well-informed decisions regarding technology policy, governmental agencies might display cultural reluctance towards adopting new technologies. Political decision-making processes frequently fail to adequately include younger generations, resulting in an absence of policies that effectively reflect their distinct needs and viewpoints.

The political arena often fails to sufficiently acknowledge and consider the perspectives of young individuals, therefore restricting their ability to shape policies that have a direct impact on their future.

When the elder generations, commonly known as "boomers", hold leadership positions in society while the younger generations accelerate technical progress, it can result in an imbalanced situation with several difficulties. The generational difference can be observed in various domains, such as policy formation, workplace interactions, cultural conventions, and integration of technology.

Elderly leaders may lack a comprehensive understanding or give sufficient importance to the swift advancements and requirements linked to emerging technologies, resulting in obsolete policies that do not effectively tackle present-day concerns.

There may be a reluctance to embrace novel technologies or approaches, which might impede innovation and advancement. Disparities in work methodologies, principles, and anticipations might result in conflicts between older and younger workers. Younger workers may prioritise flexible working conditions and place a higher emphasis on work-life balance compared to older generations.

Younger employees may experience a lack of recognition and implementation of their innovative ideas, resulting in feelings of frustration and disengagement.

Older generations may possess divergent social and cultural ideals that clash with those of younger generations, particularly in relation to matters like as diversity, inclusiveness, and environmental sustainability.

Variations in communication styles and preferences, such as the choice between in-person and digital communication, can result in errors and inefficiencies.

To address the generational divide in political decision-making and its influence on digital progress, a comprehensive strategy is necessary. To better align political decisions with the demands of a rapidly progressing digital world, society can achieve this by promoting digital literacy among leaders, encouraging youth involvement in politics, updating policy frameworks, investing in digital infrastructure and education, supporting innovation, and fostering intergenerational dialogue. This alignment will facilitate the equitable access and active participation of all generations in technological advancements.

## 3. Keeping up with the digital generations – the governmental edition

The age distribution of government officials can exhibit significant variation based upon the political system, nation, and particular governmental entities. Nevertheless, it is not uncommon to observe that elder citizens occupy a substantial proportion of critical governmental positions in numerous nations.

For Presidents and Prime Ministers, it is not uncommon for individuals in positions of authority to be in their late 50s, early 60s, or beyond. Cabinet members and ministers frequently possess substantial professional expertise, which results in their average ages being relatively higher, typically falling within the range of the mid-50s to late 60s. Bicameral systems, such as the one found in the United States, frequently allocate senior senators to the Senate in comparison to the House of Representatives. As of 2024, the average age of United States Senators is approximately 64 years. House of Representatives members are typically in their late 40s to early 60s, which is younger than the average age of Senators. Regarding the United States House of Representatives, the average age is roughly 58 years. Older representatives are frequently found in the European Parliament and national parliaments of countries such as the United Kingdom, Germany, and Japan.

Key government positions are predominantly occupied by senior individuals in numerous Asian and African nations, although average ages may differ due to political and cultural influences.

*Factors influencing government demographics*

Positions in the highest levels of government frequently demand substantial experience, a qualification that is generally acquired with age. There is a perception that older people possess greater stability and wisdom, both of which are advantageous in leadership positions.

Political careers could last for several decades, during which time candidates advance in rank. Political networks and advantages of tenure frequently favour elder, more established politicians.

A preference among voters for candidates who possess greater experience could result in the election of older individuals.

Older legislators may exhibit a tendency to give preference to policies that favour their demographic, such as healthcare and pensions for the elderly, potentially disregarding matters of greater significance to younger groups, including employment prospects and education.

Younger politicians may exhibit greater awareness and responsiveness towards current concerns, including technology and climate change, which could potentially motivate them to advocate for more inventive resolutions.

The older group places greater emphasis on the stability of pension systems, potentially leading to increased tax burdens on the younger workforce. Constantly prioritising short-term stability over long-term economic expansion, budget allocations influence wage growth and creating employment among the younger generation. The commitment of senior decision-makers to updating educational curricula to align with the evolving demands of the job market may be lower.

Policies might exhibit a deficiency in prioritising vocational training and digital literacy, which are both vital for the career prospects of newer generations.

Health policies frequently prioritise the requirements of the elderly, which may result in the reallocation of resources away from initiatives such as preventive care and mental health that are more beneficial to younger age groups.

The inadequacy of social welfare programmes from previous generations to tackle modern issues confronting newer generations, such as housing affordability and student debt, is a potential concern.

Young entrepreneurs and startups may be negatively impacted by the poor integration of digital infrastructure resulting from resistance to adopting new technologies.

Future job markets may depend on the development of new industries, such as biotechnology, renewable energy, and artificial intelligence, which policies might not completely support.

Young people's access to education and employment is constrained in rural and underserved regions due to a lack of focus on expanding high-speed internet. Also, the potential insufficiency of privacy and cybersecurity regulations in response to technological advancements could endanger younger users.

Possible consequence of older generations placing shorter-term economic gains ahead of long-term environmental sustainability is a postponement of crucial climate change action. Adherence to weak environmental regulations may perpetuate the deterioration of natural resources, thereby exacerbating the ecological predicaments faced by future generations.

The lack of adequate investment in environmentally sustainable practices and green technologies restricts advancements towards attaining environmental objectives that are vital for the well-being of society in the long run.

It is imperative to understand the implications that older generations' participation in government decision-making has on younger generations to formulate policies that promote equitable and sustainable improvement in society.

Perspectives that encourage youth involvement in governance:
- The implementation of youth mandates guarantees that a minimum proportion of seats in legislative bodies and other government positions are occupied by younger individuals.
- Establish youth-composed advisory councils to provide guidance to government officials on matters related to policies that impact the youth population.
- Establish organised mentorship initiatives in which experienced politicians serve as mentors to emerging leaders, offering counsel, the exchange of knowledge, and assistance.
- Provide young individuals with the chance to observe senior officials in action, enabling them to acquire practical knowledge in the areas of governance and policy formulation.
- Provide exposure to the inner workings of the government and practical experience through the provision of fellowships and internships in government agencies.
- Construct leadership academies or programmes that are dedicated to cultivating the growth and proficiency of young leaders in areas such as policy analysis, negotiation, and public speaking.

- Establish assemblies or parliaments for young people to debate and propose policies, thereby simulating the legislative process in practice.
- Civic education should be strengthened in schools so that students are better informed about politics, the government, and their place in a democratic society.
- Financial and logistical assistance should be allocated to projects and initiatives led by young individuals, with the aim of enabling innovation and promoting active engagement in community development.
- Acknowledge and promote the contributions of youthful leaders to society by means of awards and public recognition.
- Advocate for the formation of youth wings or subdivisions within political parties, which would be dedicated to the advancement and welfare of young members.
- Offer assistance, training, and platforms to younger candidates as they seek to run for office.
- To facilitate the participation of younger individuals, the minimum age requirement for standing for public office should be reviewed and possibly lowered.
- Ensure that youth perspectives are considered throughout the entire policy development and implementation process.

Benefits of youth leadership in government positions:
- Young leaders frequently contribute new insights and inventive concepts, thereby questioning traditional approaches and presenting alternative resolutions to present-day challenges.
- Younger leaders are typically more receptive to change and adaptable, qualities that are critical in a world that is undergoing rapid change, especially in regard to technology and climate change.
- Younger leaders are more likely to place a priority on sustainable development and long-term objectives, given that they have a greater investment in the future results of their policies.
- By involving youth in governance, a wider variety of perspectives and voices are represented, resulting in decision-making that is more inclusive and representative.
- By encouraging greater political participation and engagement among young people, youth leadership can cultivate a more informed and active citizenry.
- Youth leaders have a higher propensity to comprehend and give precedence to concerns that have a direct impact on their peers, including housing, mental health, education, and employment.
- Young leaders have the capacity to advocate for their generation by promoting policies and initiatives that empower young people and tackle the specific obstacles they face.
- Younger politicians can challenge the status quo and advocating for government reforms that increase accountability, efficiency, and transparency.

- Frequently, younger executives exhibit greater proficiency in harnessing digital technologies to enhance service delivery, public engagement, and governance.
- Young leaders exemplify the capacity of young individuals to assume substantial obligations and make constructive contributions to the improvement of society.
- Social cohesion can be enhanced, and intergenerational dynamics can be reconciled through the participation of young individuals in leadership roles, which encourages respect and cooperation among age groups.
- Younger leaders frequently incorporate government with an entrepreneurial principle, advocating for policies that develop innovation, empower firms, and encourage economic diversification.
- Young leaders are expected to influence policies that prioritise education and the further skill development, thereby equipping people with the ability to confront upcoming challenges and capitalise on prospects.
- Young leaders frequently promote international cooperation and competitiveness through their broader global perspective.
- They possess a heightened awareness of worldwide concerns, including but not limited to climate change, digital transformation, and human rights, which equips them to navigate these obstacles more effectively.
- Promoting young leadership guarantees an ongoing supply of competent leaders, thereby mitigating voids in leadership and facilitating seamless transitions.
- To cultivate a culture of innovation and continuous improvement within government institutions, youthful leaders can infuse them with fresh optimism and determination.
- Governments can enhance their ability to address the needs and rights of future generations and establish policies that are fair and impartial in the long run by engaging youth in the decision-making process.

## 4.  The synergy that could result from our highlighted divide

There are many factors that contribute to the reluctance of older politicians to step down from their positions of authority: personal, political, structural, and psychological influences, they frequently believe that the extensive experience and knowledge they possess is vital for effective governance, they are driven by a desire to leave a lasting legacy, they want to see their projects come alive, they often see their identity and sense of self-worth as strongly linked to their jobs and might feel like they're losing a big part of who they are when they step down, they might be afraid to lose their status and the benefits that come with it, they feel like they lose control and authority, also politicians who have been in office for a long time have often built large networks of power and they might not want to give up these networks because they are important for keeping power and achieving political goals, they might be afraid that new leaders will change or get rid of their policies

and programmes, that younger leaders who take over could change the direction of the government. Politicians in safe seats may feel secure in their positions and see little reason to step down, also, stepping down can lead to a fear of becoming irrelevant or losing purpose, some might find it hard to imagine a happy life after they leave office. Politicians who are older may not want to take risks and would rather keep things the same than take on new leadership, this way they make sure that their successes are not undone by those who come after them.

Political parties often have strong power structures and leaders. It may be hard for younger candidates to rise in these systems if they are controlled by older leaders. Party members, donors, and voters may give older politicians a lot of support, therefore younger candidates may find it hard to compete.

Although the presence of older leaders can contribute to stability and continuity, political systems must additionally encourage the participation of younger individuals to ensure governance is dynamic and open to change. These issues can be mitigated through the promotion of mentorship, the establishment of channels for leadership transition, and the cultivation of a political culture that appreciates diversity in terms of age and experience.

The proportion of older individuals serving in government is a widespread occurrence in numerous nations. Although the expertise of older generations is undeniably valuable, it is imperative to maintain equilibrium by incorporating the viewpoints of younger generations to adequately address the varied requirements of the general population.

*The catalyst resulted from inter-generational mentorship*

Inter-generational mentorship is a potent catalyst for societal advancement, especially in the domains of government, politics, and society. The older generations hold a significant amount of experience, historical context, and institutional knowledge that can offer extremely useful guidance to the younger generation as they navigate the complexity of government and social dynamics. Their guidance can provide valuable perspectives on the intricacies of political processes, the nuances of diplomacy, and the significance of civic participation. Through the transmission of their knowledge and acquired experiences, older generations empower the younger ones to become well-informed, conscientious individuals who could bring about beneficial transformations.

On the other hand, the younger generations offer new viewpoints, creative ideas, and proficiency in technology, which can be highly advantageous for the older generations. Amidst the swift and constant changes in the digital world, having a strong understanding of technology is crucial for actively engaging in contemporary society. Younger individuals can play a crucial role in narrowing the gap between generations in terms of technology adoption. By providing support and guidance to older generations, they can help ensure that everyone has equal access to the required tools and resources for success

in the digital era. The younger generation may have a significant impact on empowering older individuals to stay connected and informed, whether it involves teaching them how to utilise social media for community engagement or delivering training on online banking and healthcare portals.

In the end, promoting inter-generational collaboration cultivates a sense of mutual comprehension, admiration, and compassion among different age cohorts. By acknowledging and utilising the unique abilities and qualities of every generation, society may utilise the combined knowledge and enthusiasm of its members to tackle urgent problems and construct a more comprehensive and adaptable future. By engaging in mentorship and fostering mutual support, individuals from both older and younger generations can actively contribute to the establishment of a more harmonious and prosperous society that will benefit future generations.

Understanding the perspectives of elder generations requires an examination of the historical contexts that influenced their lives. The beliefs and behaviours of older generations have been greatly influenced by significant historical events, cultural transformations, and technological advancements. For example, the Silent Generation, which was born between 1928 and 1945, was influenced by the Great Depression and World War II, which developed in them a sense of frugality and resilience. In the meantime, the civil rights movement and the emergence of the digital era were observed by Baby Boomers, resulting in significant societal transformations.

Younger generations can gain a deeper understanding of the rationale behind specific attitudes and behaviours of elder individuals by comprehending these historical contexts. This understanding not only promotes empathy but also underlines the ongoing nature of societal development. The tapestry of shared human experience is constructed by each generation, which builds upon the accomplishments and lessons of the previous one.

Older generations have accumulated an extensive amount of knowledge over the course of decades of life experiences, and experience is a powerful teacher. This knowledge is essential, providing guidance that can assist younger individuals in navigating the complexity of life. The perspectives of older generations can offer practical solutions and prevent the recurrence of past errors, as they have encountered a multitude of personal and professional obstacles.

Additionally, intergenerational mentorship can serve as an effective instrument for professional and personal growth. Engaging with elder mentors can provide younger individuals with the opportunity to benefit from their seasoned perspectives, learning strategies for success, and resilience. This exchange of knowledge creates a more interconnected society by bridging the divide between generations and cultivating a sense of continuity and community.

In any relationship, respect and understanding are essential, including those between individuals of varying ages. Older generations are frequently criticised by younger individuals for their resistance to change or for maintaining antiquated perspectives. Nevertheless, it is imperative to approach these distinctions with curiosity rather than judgement. Engaging in respectful and transparent dialogues enables both parties to articulate their viewpoints and establish a shared understanding.

Recognising the contributions of elder generations is also a component of mutual respect. Many of the rights and conveniences that younger individuals currently appreciate were fought for by previous generations. From technological innovations to advancements in civil rights, older generations have established the foundation for the modern world. Acknowledging these contributions cultivates a sense of shared purpose and gratitude, thereby improving intergenerational relationships.

The gap between generations has expanded significantly in a world where technological advancements and cultural shifts are rapidly transforming the landscape. This discrepancy frequently results in misunderstandings and a lack of collaboration between the newer and older generations. Nevertheless, it is essential for these generations to establish a progressive and harmonious society by collaborating and establishing a shared understanding. Both generations can make substantial contributions to the improvement of society by promoting more amicable interactions, utilising mutual respect, while encouraging collaborative efforts.

The initial step in promoting more amicable interactions is to recognise and honour the distinctions between the generations. Baby Boomers and Generation X were raised during a period in which technological resources were scarce and values were distinctive. Their experiences have significantly influenced their perspectives on communication, work, and life in general. In contrast, Generation Z and Millennials have been raised in a digital era, where access to information is everywhere and social norms are perpetually changing.

Acknowledging these distinctions can result in a more profound understanding of the distinctive strengths of each generation. For example, historical context and valuable insights can be derived from the experience and wisdom of the older generation. In the meantime, the adaptability and technological proficiency of the younger generation have the potential to introduce innovative approaches to current issues. Both generations can establish a foundation of mutual respect and comprehension by acknowledging the contributions of the other.

Open communication is the foundation of any healthy relationship, regardless of the age of the individuals involved. Stereotypes and misconceptions frequently result from a lack of dialogue, which often leads to misunderstandings and assumptions. To solve this, it is imperative that both younger and older individuals participate in straightforward and

empathetic discussions. The generational gap can only be bridged through effective communication. Regular intergenerational meetings, seminars, and social events can facilitate the exchange of experiences, challenges, and aspirations among individuals.

Additionally, communication can be significantly improved with social media and other digital platforms. Although the older generation may initially be reticent to engage with these technologies, the younger generation can provide guidance and support, thereby facilitating the transition. In contrast, the elder generation can share and teach their preferred communication methods. This reciprocal approach not only enhances communication but also creates a sense of inclusiveness and camaraderie.

Collaborative community initiatives are one of the most effective methods for encouraging intergenerational harmony. These projects may encompass a variety of topics, including environmental initiatives, educational programmes, social justice campaigns, and technological innovations. By collaborating on shared objectives, both generations can capitalise on their respective strengths and benefit from one another's experiences.

Mentorship programmes may assist the exchange of knowledge and skills by acting as a bridge between generations. Traditional mentorship, which involves older individuals providing guidance and support to the younger generation, can offer invaluable life lessons, career advice, and personal development insights. This assists the younger generation in overcoming obstacles and making well-informed decisions.

In contrast, reverse mentorship, which involves younger individuals mentoring their elder counterparts, can assist the older generation in remaining informed about contemporary cultural shifts, technology, and trends. This two-way mentorship fosters mutual respect and understanding by facilitating a balanced exchange of knowledge.

Cultivating intergenerational collaboration in the workplace can result in enhanced productivity and innovation. Inclusivity should be supported by employers through the implementation of policies that build respect and collaboration among employees of varying ages. This may include intergenerational team-building activities, flexible work arrangements that accommodate the requirements of all age groups, and ongoing learning opportunities.

A more harmonious and efficient work environment can be achieved by cultivating an environment that values diverse perspectives and ensures that all individuals feel included. This not only benefits the organisation but also serves as a positive example for society.

Both generations, despite their differences, share common values and objectives, including the necessity of a sustainable environment, the significance of community, and the aspiration for a better future. Emphasising these shared values can act as a unifying factor, encouraging both generations to collaborate in pursuit of shared goals.

For example, the objective of alleviating climate change seems to resonate with individuals of all ages. Generations can be united in a strong movement for change through collaborative efforts in environmental conservation, sustainable practices, and advocacy. The establishment of a more cohesive society can be facilitated by the reduction of the significance of generational differences through placing importance on shared objectives.

Intergenerational learning enhances the lives of the younger generation by providing them with an abundance of knowledge, skills, and values that are indispensable for personal development and societal advancement.

The older generation has the potential to significantly assist the newer generation in government through a variety of means:
- Career advice and guidance on navigating the political landscape can be provided by experienced politicians to young individuals who are entering government roles.
- The exchange of information regarding leadership and decision-making processes can assist emerging leaders in the growth of critical competencies.
- An institutional memory that is valuable for comprehending the history, policies, and procedures of government bodies is possessed by older government officials. This can provide a means of preventing the recurrence of past errors and leveraging previous accomplishments.
- Experienced policymakers can provide valuable insights into the complexities of policy development, such as the strategies for balancing competing interests and achieving legislative objectives.

Older generations commonly have established networks and relationships that can facilitate opportunities for collaboration and advancement for younger individuals. By introducing younger individuals to key stakeholders and potential allies, they can establish a support system within the government.

*The push forward by having stable roots*

Younger generations can be directed towards making principled decisions by emphasising the significance of ethics, integrity, and public service values. Older officials can serve as role models by illustrating how to conduct oneself with dignity and respect in public service. The abilities of younger government employees can be improved by conducting training sessions on governance, public administration, and policy analysis. Young individuals can acquire practical experience by participating in internships, fellowships, and job shadowing, which provide hands-on training opportunities.

Empowering young people to engage in governance can be achieved by implementing initiatives that promote youth participation in government processes, such as advisory committees or youth councils. The capacity of younger generations to influence policy can be enhanced by instructing them on how to effectively communicate and advocate for their

communities. Encouraging and supporting innovative ideas and approaches proposed by younger individuals can result in more effective and modernised government practices. The development of innovative solutions to complex problems can be achieved by collaborating on projects that integrate traditional knowledge with new technologies. The coordination of regular intergenerational meetings and discussions can assist in the establishment of mutual understanding and respect by bridging the division between different age groups. Growth of collaborative problem-solving efforts and the reinforcement of relationships can be achieved through the collaboration on joint initiatives that address shared objectives and concerns.

Older generations could advocate for policies that guarantee the representation and participation of young people in government decision-making processes. Young candidates can benefit from the support and endorsement of experienced legislators, which can help them establish credibility and visibility in political campaigns. By providing historical context for current issues, newer generations will acquire a better understanding of the long-term effects of policies and decisions.

The sharing of lessons learned from past governance experiences can inform improved decision-making and strategy development. The older generation can assist in the development of a well-rounded, informed, and competent group of future leaders who are prepared to confront the challenges of governance by actively engaging with and supporting the younger generation.

There are numerous adverse effects that can result from the refusal of newer generations to learn from older generations. The significance of intergenerational learning and cooperation can be underscored by an understanding of these prospective impacts:

- Inefficiencies and setbacks in government and organisational policies may result if younger individuals fail to learn from the experiences of older generations, which could result in a repetition of past errors.
- Decisions that are inadequately informed and fail to consider the evolution of issues and long-term implications can be the result of a lack of understanding of historical context.
- Disregarding the wisdom and traditions of elder generations can result in a loss of connection to cultural heritage, which can erode a sense of identity and community cohesion.
- A cultural richness that is diminished may result from the loss of valuable cultural practices, traditions, and skills that are not passed down.
- Younger individuals may not have the opportunity to cultivate the critical leadership and decision-making abilities that elder mentors can offer for them.
- The growth of younger professionals can be facilitated by the career guidance and professional development opportunities provided by experienced individuals.

The generational divide can be exacerbated by resistance to intergenerational learning, which can result in misunderstandings, conflicts, and decreased cooperation within communities and workplaces.

The fabric of social support systems may be weakened because of the isolation experienced by both elder and younger generations in the absence of mutual engagement.

The attempt by younger generations to resolve issues that have already been effectively addressed by previous generations may result in the waste of time and resources. Neglecting the potential to integrate traditional wisdom with contemporary innovation can lead to the loss of opportunities to develop comprehensive and effective solutions.

In the absence of ethical and moral guidance from elder generations, younger individuals may be unable to establish a robust set of values that are essential for responsible decision-making and public governance. Policies and actions that may cause damage to future generations may result from an emphasis on immediate outcomes without considering the long-term ethical implications.

Younger generations may overlook valuable mentorship and networking opportunities that might help their professional and personal growth. The absence of the exchange of knowledge and skills from experienced individuals may result in substantial gaps in expertise across a variety of areas. The productivity and efficacy of professional and governmental roles can be diminished because of resistance to learning from older generations. The absence of mentorship and guidance can result in a stagnation of career growth and innovation, which can have a negative impact on economic progress and development.

The valuable lessons that older generations have learned from managing crises and challenges can be beneficial for younger individuals. Younger generations may be inadequately equipped to confront unexpected challenges in the absence of this information. Younger individuals can more effectively navigate changes and uncertainties by learning from the adaptability and resilience of older generations.

The perception that older generations might not understand the current digital landscape is a result of the fact that Gen Z has grown up with advanced technology. This can lead to the dismissal of advice as being outdated. The rapid pace of technological and societal change may render older ideas appear less relevant or applicable to contemporary challenges. Young individuals frequently aspire to develop their own identities, which may involve opposing the opinions and ideas of previous generations.

Gen Z may resist efforts to control or prescribe their choices, as they prioritise autonomy. Gen Z is inclined to prioritise progressive principles concerning inclusivity, diversity, and

social justice. The ideas of elder generations may be perceived as conservative or not in accordance with their values.

There are discrepancies in the priorities of each generation, including environmental concerns, social issues, and work-life balance, which can result in disagreements regarding ideas.

At times, older generations are depicted as disconnected in media and societal narratives, which perpetuates a bias against their perspectives. A general distrust of the advice of older individuals can result from negative experiences with authority figures, such as parents, teachers, or employers.

Digital and informal communication methods are widely used by Gen Z, which may be in opposition to the more formal or face-to-face communication methods that older generations prefer. Generational disparities in language and context can result in miscommunications and misconceptions.

A cycle of distrust and resistance can be spread by past conflicts between generations (e.g., Baby Boomers vs. Millennials). The resentment and resistance to accepting advice from those who are perceived as having had easier circumstances can result from the differences in economic opportunities and social pressures faced by each generation. Gen Z may prioritise ideas and opinions from their peer group, who share comparable experiences and perspectives, over those from older generations.

Echo chambers can be established by social media algorithms, which result in Gen Z being primarily exposed to perspectives that are consistent with their own, thereby reinforcing their reluctance to consider alternative perspectives. Gen Z may experience a sense of self-assurance in their knowledge and a reduction in their dependence on older generations for guidance, as they have access to a vast quantity of information online.

Critical thinking and independent research are prioritised in contemporary educational systems, which cultivate the development of students' own perspectives. The rich exchange of ideas and experiences can be beneficial to both older and younger generations by addressing the underlying reasons for resistance and promoting strategies for improved communication and collaboration.

It is a fact that the negative behaviours or attitudes of certain older generations, such as Baby Boomers, can lead to a lack of trust and reluctance among younger generations to engage with or adopt their ideas. Older individuals may regard the ideas of younger individuals as unrealistic or immature. Neglecting to recognise the unique challenges and viewpoints of younger generations can result in feelings of being undervalued. A reluctance to adopt new technologies or methodologies can also result in some tension.

Criticising contemporary trends, including those related to technology, work practices, and social issues, without comprehending their context or advantages. It is possible to appear authoritarian by offering unsolicited advice or imposing solutions.

Failure to involve younger individuals in decision-making processes can result in disengagement and resentment. Using stereotypes such as "lazy," "entitled," or "tech-addicted" to characterise newer generations does create a toxic environment.

If all younger individuals lack in specific qualities or values because of the actions of a few. Ignoring the perspectives of younger individuals and monopolising conversations does create a non-inviting type of interaction. Also, employing outdated language or a condescending tone can alienate younger individuals. Addressing toxic behaviours and fostering a culture of mutual respect and understanding is crucial for bridging the generational gap.

The collaboration between older and younger generations has never been more critical in an era marked by rapid technological advancements, shifting social norms, and global challenges. Despite the disparities in perspectives and experiences, both generations possess distinctive strengths and insights that, when combined, can result in innovative solutions and advancement for society.

A multitude of experience and wisdom that is invaluable in navigating complex issues are provided by older generations. They have a long-term perspective that can inform present-day decision-making, having lived through a variety of historical events, economic cycles, and social changes. They can identify the evolution of problems over time and prevent the repetition of past errors by possessing a profound understanding of history and context. Additionally, older individuals often have established networks and relationships that can be beneficial in the mobilisation of resources and support for a variety of initiatives.

Older generations often display robust values and principles, including a dedication to community, resilience, and accountability. These values are crucial for the development of a sense of purpose and obligation in young people. The ethical and moral guidance offered by older generations can assist younger individuals in navigating the complexities of contemporary life with compassion and integrity.

On the other hand, the younger generation contributes a keen awareness of contemporary technologies, energy, and new perspectives. They are proficient in utilising technology to solve problems in creative ways, because of their upbringing in a digital era. Their ability to organise movements, promote change, and raise awareness on a global scale is facilitated by their proficiency with digital tools and social media. Furthermore, in a world that is swiftly evolving, younger individuals are more adaptable to change and more receptive to new ideas.

The progressive values of newer generations, including social justice, environmental sustainability, and inclusivity, are the driving forces behind positive change. It is imperative that they are prepared to challenge the status quo and advocate for a more promising future to address systemic issues and establish a more equitable society. The spirit of innovation and progress can be encouraged by the creativity and idealism of youth, which can inspire new solutions to enduring problems.

Intergenerational cooperation is indispensable for effective problem-solving, as evidenced by the complementary strengths of both generations. Older and younger generations can collaborate to create comprehensive solutions that are both attuned to future requirements and informed by history by combining their knowledge, skills, and perspectives.

Addressing global challenges, including climate change, economic inequality, and public health crises, is one of the primary areas in which this collaboration is essential. The resolution of these intricate issues necessitates multifaceted strategies that leverage the technological aptitude and innovative thinking of younger individuals, in addition to the experience and wisdom of older generations. For example, older individuals can offer valuable insights into sustainable practices and policies from the past, while younger individuals can leverage cutting-edge technology to improve these practices and develop innovative solutions.

Additionally, intergenerational collaboration promotes mutual respect and social cohesion. By participating in collaborative initiatives and engaging in open dialogue, both generations can establish more empathetic relationships and eliminate stereotypes. This sense of unity is essential for the development of resilient communities that can adapt and withstand future challenges.

The collaboration between older and newer generations is not only beneficial but also essential for addressing the various difficulties of our time. We can establish a more resilient and equitable society, develop social cohesion, and create innovative solutions by capitalising on the strengths of both generations. By embracing intergenerational cooperation, the wisdom of the past is used to inform the progress of the future, thereby establishing a legacy of unity and shared purpose for future generations.

## 5. Conclusion

Ultimately, the analysis of the disparities in attitudes towards technology and decision-making processes across different generations highlights the intricate relationship between personal experiences, societal circumstances, and technical progress. By examining the contrasting viewpoints of Gen Zs and Millennials in comparison to Gen Xs and Boomers, it becomes clear that the distinct historical, cultural, and technological backgrounds of each

generation influence their decision-making strategies in the digital era. Younger generations tend to have a stronger preference for technology-based solutions and are more inclined towards making quick decisions. In contrast, elder generations tend to prioritise traditional techniques and rely on their accumulated wisdom and experience. Instead of seeing these differences as opposing choices, it is crucial to acknowledge the need of intergenerational conversation and cooperation in using the advantages of varied viewpoints to tackle intricate problems in an ever more digitalized society.

Furthermore, the discussion on the generational split highlights the importance of flexible and inclusive decision-making structures that can accommodate the varied preferences and abilities of individuals from different age groups. Organisations and societies may use the combined expertise and innovative capabilities of intergenerational teams to handle uncertainty and bring about significant change by promoting a culture of mutual respect, open-mindedness, and knowledge sharing. Moreover, with ongoing technological progress reshaping the way we work, communicate, and interact in society, it is crucial to give priority to lifelong learning and digital literacy programmes that enable people of all ages to confidently and effectively navigate the changing digital environment.

The discussion over technology and decision-making goes beyond generational differences, representing a smaller version of larger societal changes and ideological developments in the digital era. By embracing a wide range of differences, promoting the involvement of all persons, and utilising the powerful capabilities of technology, both individuals and organisations can overcome the differences between generations and develop a culture that emphasises working together, creativity, and shared advancement. By engaging in ongoing conversation, self-reflection, and adjustment, societies may successfully traverse the intricacies of the digital age with resilience, compassion, and a collective dedication to creating a fair and sustainable future for future generations.

The coexistence and cooperation of different generations are crucial for the long-term development of society as they combine the unique abilities and viewpoints of both older and younger individuals, promoting a well-rounded and inclusive approach to addressing challenges and stimulating creativity. Elderly individuals possess a significant amount of expertise, historical learning, and a broad outlook that is essential for comprehending the origins of present problems and predicting forthcoming difficulties. Their accumulated life experiences serve as a solid basis and reservoir of wisdom that can effectively steer younger generations towards making well-informed choices. Simultaneously, younger cohorts bring forth novel concepts, flexibility, and proficiency in technology, fostering creativity and expanding the limits of what may be achieved. This dynamic interaction guarantees that the resolutions to society problems are not only inventive but also firmly based on practical knowledge, resulting in more durable and efficient results.

Moreover, the practice of living and working together across different generations fosters a culture characterised by mutual respect and ongoing knowledge acquisition. Through cohabitation and collaboration, different generations may dismantle preconceived notions and cultivate understanding, creating a society where information and expertise are shared without hindrance. This mutually beneficial interaction not only fosters personal development but also fortifies the societal structure, rendering it more resilient to alterations. In an ever-changing world, the capacity to incorporate many perspectives and specialised knowledge is crucial for ensuring long-term and environmentally friendly progress. By harnessing the capabilities and advantages of individuals across all age demographics, society may more effectively manage the intricate and multifaceted obstacles posed by economic, environmental, and social issues, thereby guaranteeing a future that is both sustainable and fair for everyone.

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