

Generational Diversity in the Workplace

Tips for bridging the generational gap



Combating Quiet Quitting

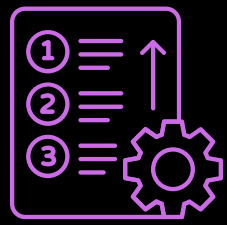


- Address *manager engagement*
- Awareness of those that are *engaged*, *not engaged*, and *actively disengaged*
- *Conversations* between leadership and employees to help reduce disengagement and burnout (1/15-30)
- Greater *accountability* (individual performance/team collaboration)
- *Alignment* of employee's work to company mission or vision

Greatest Challenges Managing a Multigenerational Workforce



*A recent study has revealed that **9 out of 10** professionals believe that a multigenerational workforce contributes to the success of a business.*



Different Priorities



Communication Style



Work/Life Balance Expectations



Training & Development Opportunities



Embracing Change & Innovation

Greatest
Challenges

 workstatus

How Do We Reconnect?



Traditionalists:

- Encourage the use of their knowledge through mentorship with younger employees.
- Reduced hours

How Do We Reconnect?



Baby Boomers:

- Focus on providing more rewards instead of recognition
- Public acknowledgement, professional development
- Retirement benefits

How Do We Reconnect?



Gen-Xers:

- Meaningful work
- Strong personal development initiatives
- Cash and non-cash awards, professional development
- Work/life balance
- Convenience benefits

How Do We Reconnect?



Millennials:

- Financial security and goal setting provide a sense of purpose
- Work/life balance: time off, flex time, remote work
- Autonomy, social networking, community involvement

How Do We Reconnect?



Gen-Z:

- Assistance with student debt
- Financial incentives (e.g., raises after completing a project)
- Tuition reimbursement
- Mental health benefits
- Wellness programs