

Traditionalists

1922 - 1945

OVERALL

Stable, detail-oriented, thorough, loyal, hard working, make excellent mentors

AS A LEADER

Directive, take charge, can delegate but make the bulk of the decisions themselves

AS A TEAMMATE

Civic-minded, prefer a strong leader to keep order

COMMUNICATION STYLE

Formal, written

EXCELS IN

Environments with a strong hierarchy and a clear chain of command

Baby Boomers

1946 - 1964

OVERALL

Service-oriented, long work equates to good work, prefer in-person relationships

AS A LEADER

Collegial, consensus-driven

AS A TEAMMATE

Thrive on team dynamics, sometimes need to prove their worth

COMMUNICATION STYLE

In person, meetings

EXCELS IN

Collegial, driven environment with a structured hierarchy



GENERATIONS AT WORK



Generation X

1965 - 1980

OVERALL

Adaptable, techno-literate, independent, un-intimidated by authority, creative

AS A LEADER

Adapt easily/thrive on change, supportive, encourage diverse viewpoints, egalitarian, like to challenge others, can be brutally honest

AS A TEAMMATE

Prefer independent roles within teams, virtual teamwork encouraged, collaborative

COMMUNICATION STYLE

Direct and immediate

EXCELS IN

Environments with flexibility, and an emphasis on results versus process. Can act as a bridge between Gen Y and Boomers

Generation Y

1981 - 2000

OVERALL

Collective action, optimism, tenacity, heroic spirit, multi-tasking capabilities, technologically savvy

AS A LEADER

Still learning their style, but expect them to be collaborative and encouraging of diversity

AS A TEAMMATE

Prefer minimal hierarchy, hard-working, want as much background as possible on projects, seek mentoring

COMMUNICATION STYLE

E-mail, voice mail

EXCELS IN

Flexible and collaborative work environments where they can learn and make a difference