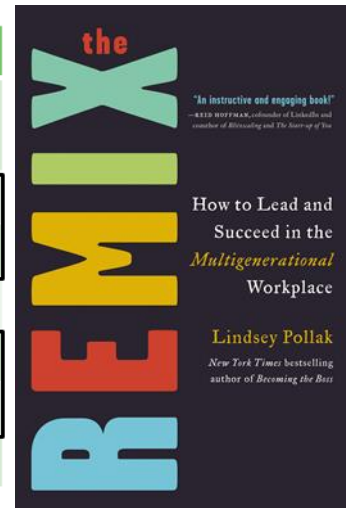


Remixing It: Generational Differences Across the Workforce
Caitlin L. Smith, Ed.D., M.Ed.

	Generation	Born	U.S. Births
1	Traditionalists/ Silent Generation	1928-1945	47 million
2	Baby Boomers	1946-1964	76 million
	Generation Jones*	1955-1965	45-50 million
3	Generation X	1965-1980	55 million
4	Xennials*	1977-1985	32 million
	Millennials/Gen Y	1981-1996	62 million
5	Generation Z	1997-2012	72 million

Source: Pew Research Center and Lindsey Pollak



Reference: The Remix by Lindsey Pollak

“A remix is a positive approach to organizational change that takes practices or habits embraced by a previous generation (Traditionalists, Baby Boomers, and/or Generation Xers) and adds to, removes from, or alters them in some way to better appeal to Millennials, Gen Zs, and future generations to come so that we can succeed together.”

-Lindsey Pollak (2019)

Eight Rules to be a Remixer in the Workplace:

1. Stop the generational shaming
2. Instead of shaming, try empathizing
3. Assume the best intentions (use those Crucial Conversations skills!)
4. Think “And” not “Or”-FLEXIBILITY!
5. Common sense is not so common
6. If It’s not broken, don’t fix it
7. Be more transparent
8. It’s ok if everyone wins

Remix Mentoring: Try co-mentoring/reverse mentoring, micro-mentoring, or employee resource groups

LEARNING & DEVELOPMENT

HUMAN RESOURCES

COPE Rule for Communication (Daniel Jacobsen, NPR Digital Media, 2019)

- Create Once, Publish Everywhere

Final Takeaways:

- **Each generation builds off the previous one; we are more alike than we think.**
- Ask individuals on your team how they prefer to communicate.
- **Having a multi-generational team adds a diversity of perspectives, and we can all learn from each other. Step outside your usual group.**
- We should never segregate or judge people based upon age—this is illegal!
- **Individuals of all generations need timely feedback of their performance, both positive and negative.**
- **They also need to know their organization/manager prioritizes their well-being.**
- **While younger generations may feel more empowered to speak up, they are likely advocating for things that everyone wants. Everyone can win!**

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MyPath Playlists: “Managing a Multigenerational Team” and “Gen Z: A Manager’s Guide to Digital Natives”

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