ACTIVITY 3 – MILLENNIAL VIDEO

Find your new friends!

Talk about this video...

If you are a member of this generation, explain what emotions you experienced when seeing this video? How do you remember these iconic events?

If you are not a member of this generation, did you learn something new?

Why We Should Love Millennials...

When it comes to the workplace, The “new kids” on the block are Millennials

Is The Millennial Generation That Much Different?

In many ways, YES!
Diverse Generations in the Workplace

So, the moral of the story is that a lot of the hype is unwarranted. Yes millennials have changed many aspects of culture, and influenced the workplace considerably. When we really look at the changes, we find they aren’t all bad, and many are vast improvements!

TIP | Think Like a Cultural Anthropologist

At your organization do you know the makeup of the workforce is in terms of...

- Generations?
- Career Stage or Life stage?
- Unique Drives or Motivators?
- Levels of Engagement?

TIP | Don’t Dwell on Perceived Differences

Perceived differences may not be real...
- Feeling slighted or disrespected may be due to a failure to understand others’ perspectives

Perceived differences may actually be real...
- Inter-generational differences can and do occur in the workplace, but they don’t need to result in conflict

TIP | Find Commonality

There is some cross-generational agreement...
- Gen X & Millennials place value on workplace flexibility & life balance
- Boomers & Gen Z are comfortable with diversity & alternative lifestyles
- Millennials & Boomers are committed to socially responsible policies.

Use the commonality advantageously...

TIP | Mix It Up

Learn from each other
- Mentoring
- Reciprocal Mentoring
<table>
<thead>
<tr>
<th></th>
<th>Boomer</th>
<th>Generation X</th>
<th>Millennials</th>
</tr>
</thead>
<tbody>
<tr>
<td>Paycheck</td>
<td></td>
<td>Purpose</td>
<td></td>
</tr>
<tr>
<td>Satisfaction</td>
<td></td>
<td>Development</td>
<td></td>
</tr>
<tr>
<td>Boss</td>
<td></td>
<td>Coach</td>
<td></td>
</tr>
<tr>
<td>Review</td>
<td></td>
<td>Conversations</td>
<td></td>
</tr>
<tr>
<td>Job</td>
<td></td>
<td>Life</td>
<td></td>
</tr>
</tbody>
</table>