WORKING TOGETHER

THE IMPORTANCE OF A MULTIGENERATIONAL WORKFORCE

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• Five generations in today’s workplace
• It’s important to understand their strengths; how perspectives were shaped
• Pandemic is shaping all generations; potentially resetting work life
TRADITIONALIST (1922 - 1945)

• The Silent Generation
• Hardworking
• Strong Willed
• Loyal
• Respect Authority
• Thrifty
• Can be Technically Challenged
• Live to Work
• Handwritten Communication
BABY BOOMERS (1946 - 1964)

- Many working beyond 65
- Married young; most still married
- Pay credit where credit is due
- Competitive
- Take initiative (leaders)
- Many financially support their adult children
- Values relationships
- Play by the rules
GENERATION X (1965 - 1980)

- Love Social Media
- Work to Live

- Often falsely labeled underachievers
- Smallest generation
- Delayed marriage and children
- Digital & Written Communication
MILLENNIALS OR GENERATION Y (1981 - 1995)

• Carry Large Student Debt
• Over-educated and under-employed
• Largest cohort in the workplace
• Work smarter not harder
• Socially Conscious
• Collaborative
• Technology-based
• Optimistic
GENERATION Z (BORN AFTER 1995)

- Multitaskers
- Prefer mobile devices and texting
- Ethnically Diverse
- Pursue non-traditional ways of gaining skills
- Self-starters
- Blurred home and work lines
- Suffer from depression in greater numbers
- Individualistic
- Always globally connected
TODAY'S MINDSETS OF OLDER GENERATIONS TO NEWER

<table>
<thead>
<tr>
<th>Old Mindset</th>
<th>New Mindset</th>
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<tbody>
<tr>
<td>5 to 10 year plan</td>
<td>2 year plan</td>
</tr>
<tr>
<td>Office cubical</td>
<td>Autonomy and ergonomics</td>
</tr>
<tr>
<td>Dominated by landlines and in person meetings</td>
<td>Promote collaboration, uses web meetings and share files</td>
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<tr>
<td>Companies were more process oriented</td>
<td>Companies are more results oriented</td>
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</tbody>
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https://www.marist.edu/mindset-list

Collage Class of 2024
THE PANDEMIC HAS CHANGED EVERYTHING

• Workforce adjusting rapidly to a “new normal”
• Predict dynamic changes to workforce generational interaction
• Provides for millennials and generation Z to show their value
• Redefining idea of what work life balance is
• Need to work with others to prevent contraction of workforce diversity (e.g., age, sex, married, single, young, old)
• Think about how Individuals can benefit/contribute to this new normal and promote that as an asset to companies
2020 REALITY
• It has been longer than 2 weeks
• Research and Development in real time
• We must telework or not work at all
• School from home
• Isolation
BUILD YOUR OWN BOARD OF DIRECTORS

• Identify about 5 people of diverse generations

• They represent less experienced, more experienced, and peers

• Check-in with them regularly; use them to grow personally and professionally

• Have them review your resumes, social media, and use them for mock interviews, consult with them on new ideas, goals, and endeavors …
A MESSAGE TO GARCIA, BY ELBERT HUBBARD

• Written in 1899 but still relevant today
• Focus is on value of individual initiative and conscientiousness in work
• Hubbard's thoughts about the newest generation of worker is often the same as what is expressed today
• Not a lot has changed with generational perception
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