



# Office Politics in the Multi-Generational Workplace

**Steven Pascal-Joiner**

**Nonprofit Career Transitions Program Manager**

**[www.idealists.org](http://www.idealists.org)**

**[steven@idealists.org](mailto:steven@idealists.org)**



# Who exactly are we talking about?

How many are there in the workforce?

How long do they stay in a given job?

What events have shaped them?

What technology has shaped them?

What **motivates** them?

**WWII Generation: pre-1945**

**Baby Boomers: 1946-1964 (Generation Jones: 1954-1965)**

**Generation X: 1965-1980**

**Millennials: 1980-2000**

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<b>Generation</b>	<b>2006</b>	<b>2011</b>
<b>WWII</b>	<b>12.5 million (8%)</b>	<b>7 million (5%)</b>
<b>Boomers</b>	<b>66 million (44%)</b>	<b>60 million (38%)</b>
<b>GenX</b>	<b>50 million (33%)</b>	<b>51 million (32%)</b>
<b>GenY</b>	<b>22 million (15%)</b>	<b>40 million (25%)</b>





# How long do they stay in a given job?

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The WWII Generation: 10+ years (2-4 jobs)

Baby boomers: 5+ years (5-8 jobs)

Gen X: 3 years (3-7 jobs)

Gen Y: 16 months (2-6 jobs)





# What events have shaped their lives (Part I)?

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## The WWII Generation

- 1937: **The Hindenburg**
- 1937: ***Snow White***
- 1939: **Transatlantic Flight**
- 1941-1945: **WWII**
- 1947: **Jackie Robinson**
- 1947: **HUAC**
- 1950: **Korean War**

## The Boomers

- 1954: **1st Transistor Radio**
- 1960: **The Birth Control Pill**
- 1963: **March on Washington**
- 1963: **JFK Assassinated**
- 1965: **Start of Vietnam**
- 1966: **China's Cultural Revolution**
- 1969: **Man on the Moon**
- 1969: **Woodstock**
- 1970: **Women's Liberation Demonstrations**





# What events have shaped their lives (part II)?

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## GenX

- 1973: **Global Energy Crisis**
- 1974: **Nixon Resigns**
- 1975: **End of Vietnam War**
- 1979: **Three Mile Island**
- 1979: **Margaret Thatcher**
- 1980: **John Lennon killed**
- 1981: **AIDS**
- 1986: **Chernobyl**
- 1986: **Challenger**
- 1989: **Exxon Valdez**
- 1989: **Berlin Wall Falls**
- 1989: **Tiananmen Square**

## GenY

- 1990: **Mandela freed**
- 1993: **End of Apartheid**
- 1995: **Oklahoma City Bombing**
- 1997: **Princess Di dies**
- 1999: **Columbine**
- 2000: **Bush vs. Gore**
- 2001: **9/11**
- 2002: **Enron/WorldCom**
- 2003: **Start of Iraq War**
- 2004: **Bush vs. Kerry**
- 2004: **Asian Tsunami**
- 2005: **Katrina**





# What technology has shaped them?

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## Generations

**WWII**

**Boomers**

**GenX**

**GenY**

## Technology

**Radio**

**TV**

**VHS (Beta)**

**The Internet**

**8-Track**

**Record Player**

**Telephones**

**PCs**

**Typewriter**

**Cell Phone**

**Video Games**

**Laptops**

**PDA's**

**Walkmans**

**iPods/MP3s**

**DVDs**

**IM**

**Letters**

**Cameras**

**Digital (anything)**

**Home Movies**

**Airline Travel**

**GPS**

**P2P Networks**





# What motivates each generation?

How many are there in the workforce?

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What **motivates** them?

- Loyalty
- Recognition
- Making a difference (esp. financially)
- Experience, wisdom, and mentoring
- Commitment to the community
- Stability
- Consider the common good
- Work is a privilege
- Discipline
- Make due with what you have
- What can I do to help?
- Heroes are real

- Straightforwardness: no jargon
- Precise and to the point
- Flexibility and autonomy
- Self-reliance
- Frequent feedback
- Know where they fit in
- You are your career
- NO Long meetings
- Divorce, latchkey childhoods
- Don't count on it
- How can I take care of myself?
- Why?





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What **motivates** them?

- Work/Life Balance
- Cross-mentoring
- Work in large, diverse teams
- Multi-tasking
- Multiculturalism
- Positive & optimistic environments
- Openness and willingness to listen
- Connected 24/7
- Egalitarian relationship with parents
- You are special.
- Leave no one behind.
- Why can't we all just get along?

- Relationships and results
- Group connection, team members
- Networking
- Work ethic and positive change
- Shared leadership
- New initiatives
- Goals and vision
- Change the world
- Make a difference
- Be whatever you want to be
- Dr. Spock and flexible discipline
- How can you help me help you?





# What motivates EVERYONE

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What motivates them?

- **R.E.S.P.E.C.T.**
- **Flexibility**
- **Autonomy**
- **Teamwork and collaboration**
- **A chance to learn to skills**
- **A chance to mentor and be mentored**
- **A chance to make a positive impact... to make a difference.**
- **Work/Life Balance**
- **Feeling like you are listened to**
- **Appreciation for your perspective**





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