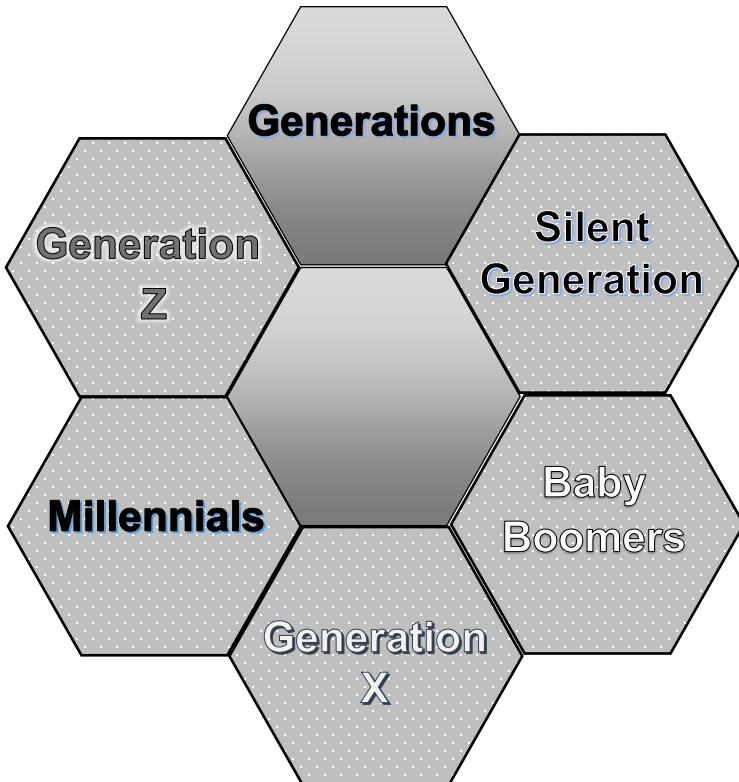


Building a Stronger Workforce Through Multigenerational Teamwork

Dr. Thomasa Bond

Motivation



Silent Generation – Working for finances or pleasure. Dedicated to employer. Enjoy recognition like non-cash incentives and public recognition. Relish incentives that help them to plan for the future. Enjoy working in teams.

Baby Boomers – Likes winning, to be in charge, and ambitious. Like to feel appreciated. Moves careers easily. Can be motivated by positive recognition and praise. Should be given regular feedback. Some work past retirement.

Generation X – Independent, resourceful, and self-motivated. Thinks outside the box. Doesn't like rules. Loves training and information, especially technology. Loyal to self. Hates micromanagers. Enjoys challenges.

Millennials – Want meaningful work at job that holds attention. Tech savvy, optimistic, and entrepreneurial. Want a work environment that is interesting and enjoyable. Will work hard and long because they want to, but not if forced.

Generation Z – Highly connected to the internet. Shaped by tragedies of the modern century. Like feeling safe and feel responsible for change. Employment security and financial stability will be very important to them.

Don't Focus on Differences

Highlight What Unities Your Team

Discourage Generational Stereotypes

Build Cross-Generational Teams

**We can't assume
one form of
motivation fits all**

**Understand and
acknowledge
employee differences**

**Employees are
motivated for
different reasons**

Teamwork

Why is Teamwork Important?

Teams often outperform individuals in tasks.

Teams can produce results faster than individuals.

An individual's cooperation in the team determines the team's overall success.

Utilize Cross-Generational Training

Use younger employees to teach their school knowledge.

Use younger employees to teach new technology.

Use older employees to teach best practices

Use older employees as mentors in the field.

Understand Who Works for You

Study your employees.

Understand for they communicate and use that knowledge to better the work environment

Ask them what they want out of their work lives.

Understand their current point in life.

You can motivate employees through effective communication, recruiting and rewarding good people, and by recognizing and accommodating employee's individual differences.

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