

## Working with Different Generations

	<u>VETERANS</u> 1909-1945	<u>BABY BOOMER</u> 1946-1964	<u>GENERATION X</u> 1965-1985	<u>MILLENNIALS</u> 1986- 2000
<b>Attire</b>	Formal	Business -Casual (High End)	Business Casual (Low End)	Whatever feels comfortable
<b>Work Environment</b>	Office only	Long hours - office only	Office, home, desires a flexible schedule	Office, home, desires a flexible schedule
<b>Motivators</b>	Self - worth	Salary	Security	Maintain personal life
<b>Mentoring</b>	Not necessary	Doesn't handle negative feedback well	Not necessary to receive feedback	Constant feedback needed
<b>Retention</b>	Loyalty	Salary	Security/Salary	Personal relationship
<b>Client Orientation</b>	Personal contact	Telephone	E-mail	Email, IM, Text
<b>Career Goals</b>	Build a legacy, a life-time career with one company	Build a perfect career, excel	Build a transferable career, variety of skills and experiences	Build several parallel careers, have several jobs simultaneously