




Generations – Boomers to Gen Z

State of New York/PEF Statewide Health and Safety Conference
 "Health and Safety Superheroes – Stronger Together"
 December 2023

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Each generation goes further than the generation preceding it because it stands on the shoulders of that generation. You will have opportunities beyond anything we've ever known.
Reinold Fogson

Nothing so dates a man as to decry the younger generation.
Adlai E. Stevenson

Every generation laughs at the old fashions but follows religiously the new.
Henry David Thoreau

That's maybe the most important thing each generation does, is to break a lot of rules and make up their own way of doing things.
Jackson Browne

There is nothing wrong with today's teenager that twenty years won't cure.
 --Author Unknown

The older generation thought nothing of getting up at five every morning - and the younger generation doesn't think much of it either. --John J. Welsh

Parents often talk about the younger generation as if they didn't have anything to do with it. --Haim Ginott

People resemble their times more than they resemble their parents."
Arab proverb

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Purposes

- Identify stereotypes of different generations
- Develop strategies to build solidarity across generations
- Use the strength of multi-generational workplaces to build safety and health committees

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Treat Others As

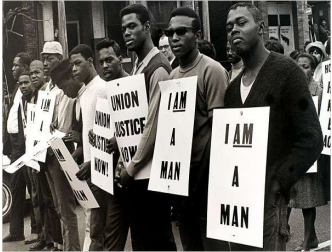
<h3>The Golden Rule</h3>  <p>Treat others as you would have them treat you.</p>	<h3>The Platinum Rule</h3>  <p>Treat others as <i>they</i> want to be treated.</p>
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Baby Boomers

- Born between 1946 and 1964
- From 59 to 77 years old
- Approximately 25% of the workforce




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Baby Boomer Characteristics

- Optimistic – Global Rebuilding and Recovering Economics
- Teamwork – first generation to have “works well with others on report cards”
- Ambitious – Workplace was a place to prove their worth
- Workaholic – “Whatever it takes” “Going the extra mile”



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Baby Boomer Worldview



- Achievement comes after paying one's dues
- Sacrifice for success

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Generation X

- Born between 1965 and 1980
- From 43 – 58 years old
- Approximately 33% of the workforce




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Generation X Characteristics

- Skeptical – Don't count on It
- Self-reliant – heroes don't exist, take care of yourself, latchkey kids
- Questioning – Ask "Why"
- Balances work and personal life
- Think Globally
- Connectivity Addiction – Connect 24/7



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Generation X Worldview

- Favoring diversity
- Quick to move on if their employer fails to meet their needs
- Resistant to change at work if it affects their personal lives

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Millennials

- Born between 1981 and 2000
- From 23- 42 years old.
- Approximately 35% of the workforce



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Millennials Characteristics

- Had "Soccer Moms and Dads" – Grew up with the message that "you are special"
- Hopeful
- Diversity and Change Valued – Leave no one behind
- Technology Savvy – Connected 24/7
- Meaningful Work – Achieve Now
- Volunteering – most high schools now mandate volunteering in order to graduate
- Social Concern and Responsibility
- Most Mobil Generation So Far

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Millennials Worldview

- Seeking challenge, growth and development
- A fun work life and work-life balance
- Likely to leave an organization if they don't like change

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Generation Z

- Born 2001-2020
- From 3 – 22 years old
- Approximately 5% of the workforce



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Generation Z Characteristics

- Cynical (realistic not idealistic)
- Private
- Entrepreneurial (pioneers; not “settlers into jobs”)
- Multi-tasking
- Hyper-aware
- Technology-reliant

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Generation Z Worldview

- Self-identify as digital device addicts
- Value independence and individuality
- Prefer to work with Millennial managers
- Innovative co-workers

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The Generations and Support of Unions

	Under 30	30-49	50+
Labor Union Approval	88%	69%	67%
Support for strikes	90%	72%	72%
Should be easier to join a union	70%	52%	41%
Would join union if I had the option	65%	54%	49%
Society would be better with more people in a union	70%	50%	45%

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Intergenerational Communication

All generations expect the following when communicating:

- ⇒ Respect
- ⇒ Actively Listen
- ⇒ Give Your Full Attention

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