

# Navigating Generational Differences in the Workplace

Presented by Nicole Andrews





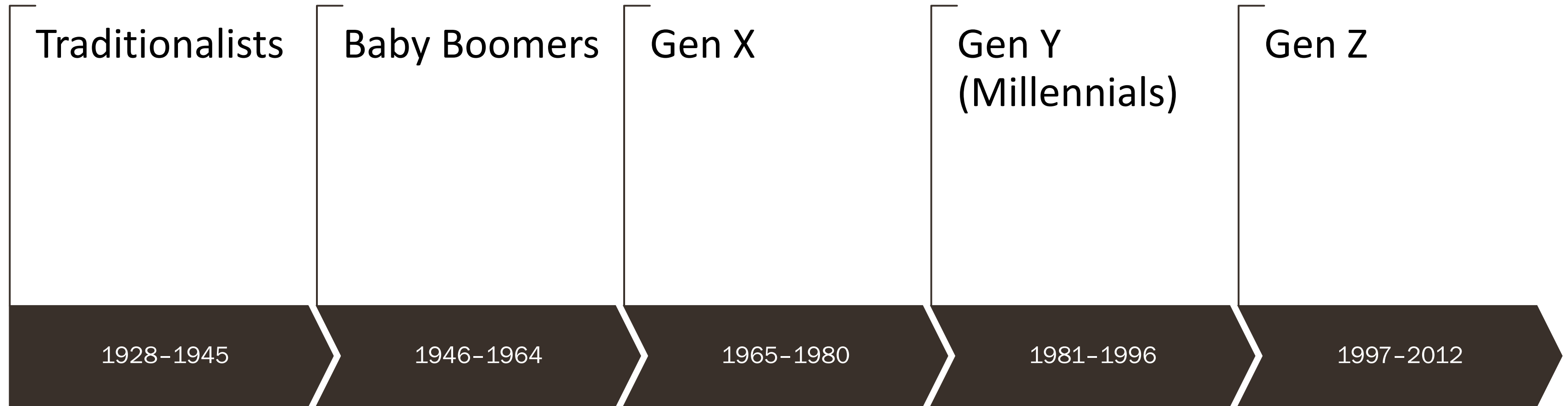
# Three Key Goals Today:

- Review the most common communication preferences in the workplace
- Discuss the working style preferences across generations
- Learn how to collaborate across different generations at work





**DIFFERENCES = DISCOMFORT**



First, Let's Review the Generations



Table Talk #1  
(3 mins):

Discuss  
**communication**  
preferences for  
each generation

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# Communication Preferences at Work by Generation

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| Face to Face | Phone Calls           | Email                | Text Messages        | Chat Tool |
|--------------|-----------------------|----------------------|----------------------|-----------|
| Baby Boomers | Baby Boomers<br>Gen X | Gen X<br>Millennials | Gen X<br>Millennials | Gen Z     |

\*Anecdotal from independent client feedback



Table Talk #2  
(3 mins):

Discuss **work**  
preferences for  
each generation

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# Work Preferences by Generation

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| <b>Baby Boomers</b> | <b>Gen X</b>         | <b>Gen Y (Millennials)</b> | <b>Gen Z</b>             |
|---------------------|----------------------|----------------------------|--------------------------|
| Expects loyalty     | Expects independence | Expects urgency            | Expects flexibility      |
| Tech averse         | Tech adaptive        | Tech savvy                 | Tech sophisticated       |
| In-office           | In-office/Hybrid     | Hybrid/Remote              | Remote/Digital Nomad     |
| Work focused        | Goal focused         | Experience focused         | “Multi-passionate” focus |

\*Anecdotal from independent client feedback/research



Table Talk #3  
(3 mins):

Discuss  
**collaboration**  
preferences for  
each generation

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# Collaboration Ideas

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| <b>Structure</b>   | <b>Optimize</b> | <b>Measure</b> |
|--------------------|-----------------|----------------|
| Relational vs Task | Meetings        | Attention      |

\*From Nicole Andrews International, LLC's "Leadership Success Series"





Questions or  
Reflections?

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Thank You

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