

Generational Differences



GENERATION	BABY BOOMERS	GEN X	MILLENNIALS	GEN Z
Birth Year & Age	1946-1964 59 to 77	1965-1980 43 to 58	1981-1996 27 to 42	1997-2012 11 to 26
Primary Motivator	Recognition	Independence	Learning	Meaning
Learning Mindset	Let's	Let me	Teach me	Show me
Reaction to Change	Caution	Opportunity	Improvement	Reality
Loyal to...	The team	Their managers	Colleagues	Experience
Characteristics	Dedicated Team-oriented Decisions by consensus	Flexible Results-driven Skeptical	Inclusive Personal value-oriented Opinionated	Pragmatic Project-oriented Intense