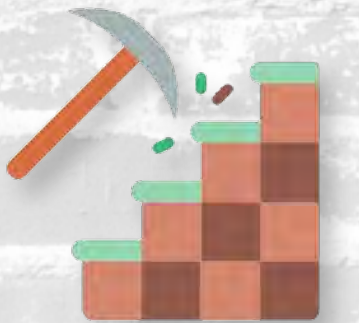


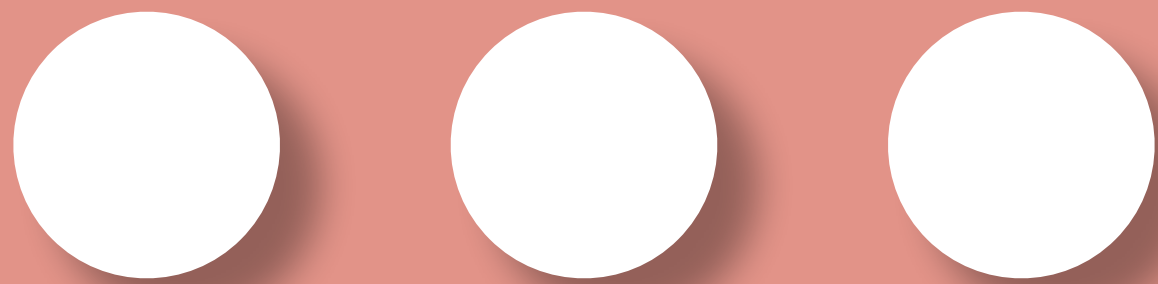
Connecting Across **GENERATIONS**











Good work today.

We'll talk more about the
meeting next week...

Thanks.



Who are the

GENERATIONS?

LIVING

Why 'lazy', 'entitled' millennials can't last 90 days at work

By Frank Chung, News.com.au

March 12, 2019 | 3:49pm | Updated



Have millennials found their latest victims in sheet sets?

Millennials say that if there's a top sheet on a bed there's no way it belongs to one of them.

Yes, Gen Z Does Think Millennials Are Lazy and Moody

Jun 22 2020

7 Seemingly Simple Skills That Most Millennials Lack

By Megan Glosson - Oct 1, 2019

myrecipes

Millennials Are Killing Cereal. Can Boomers and Gen Z Save It?

TECHNOLOGY

Everybody Hates Millennials: Gen Z and the TikTok Generation Wars

The video-based platform may not have created generational animosity, but it's happy to fan the flames

BY SEJLA RIZVIC

ILLUSTRATION BY YAZMIN BUTCHER

Published 15:11, Feb. 9, 2021



Baby Boomers

1946 - 1964

78.8 million

Gen X

1965 - 1979

65.8 million

Gen Z

1996 - 2010

TBD

Silent Generation

1928 - 1945

47 million

Millennials

1980 - 1995

76.2 million

Pew Research



Formative years +
Events and conditions

Generational identity



the inbetweeners



the inbetweeners

Xennials

Gen X

Millennial

Baby Boomers

1946 - 1964

58 to 76 years old

Baby Boomers

1946 - 1964




Baby Boomers

1946 - 1964

- ♦ **Competitive**
- ♦ **Idealistic**

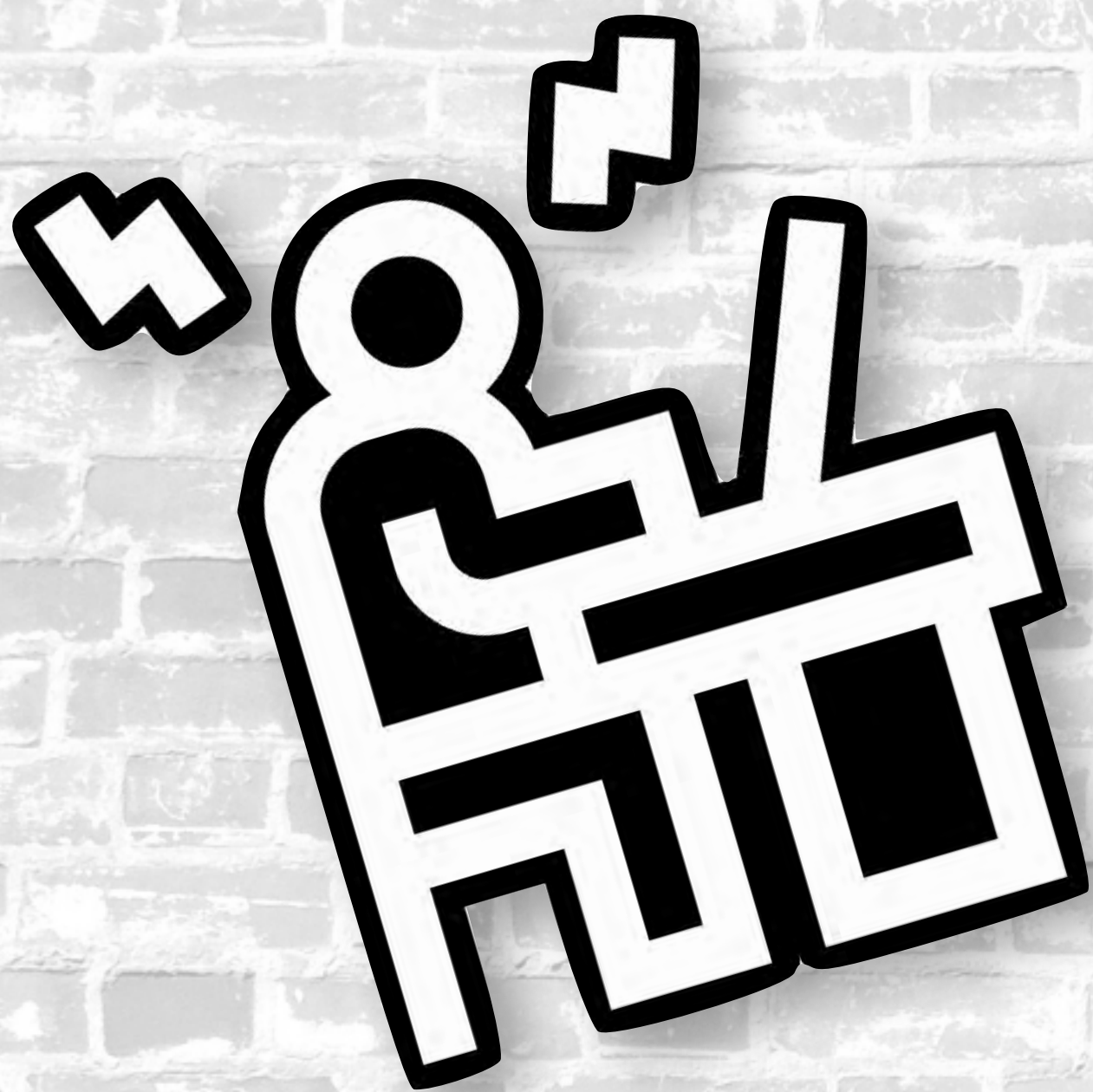
Baby Boomers

1946 - 1964



NOW

- ♦ **Competitive**
- ♦ **Idealistic**



65%



**of Baby Boomers plan
to work past 65 or not retire
retire at all.**

Transamerica Center, 2019



REAL ESTATE • COST OF LIVING

Adults are living with their parents at unprecedented levels as crushing debt, a runaway housing market, and the pandemic make independence impossible

BY **TRISTAN BOVE**

March 25, 2022 10:47 AM MDT



Gen X

1965 - 1979

43 to 57 years old



Gen X

1965 - 1979



Gen X

1965 - 1979


- ♦ Independent
- ♦ Skeptical



Gen X

1965 - 1979

- ♦ Independent
- ♦ Skeptical

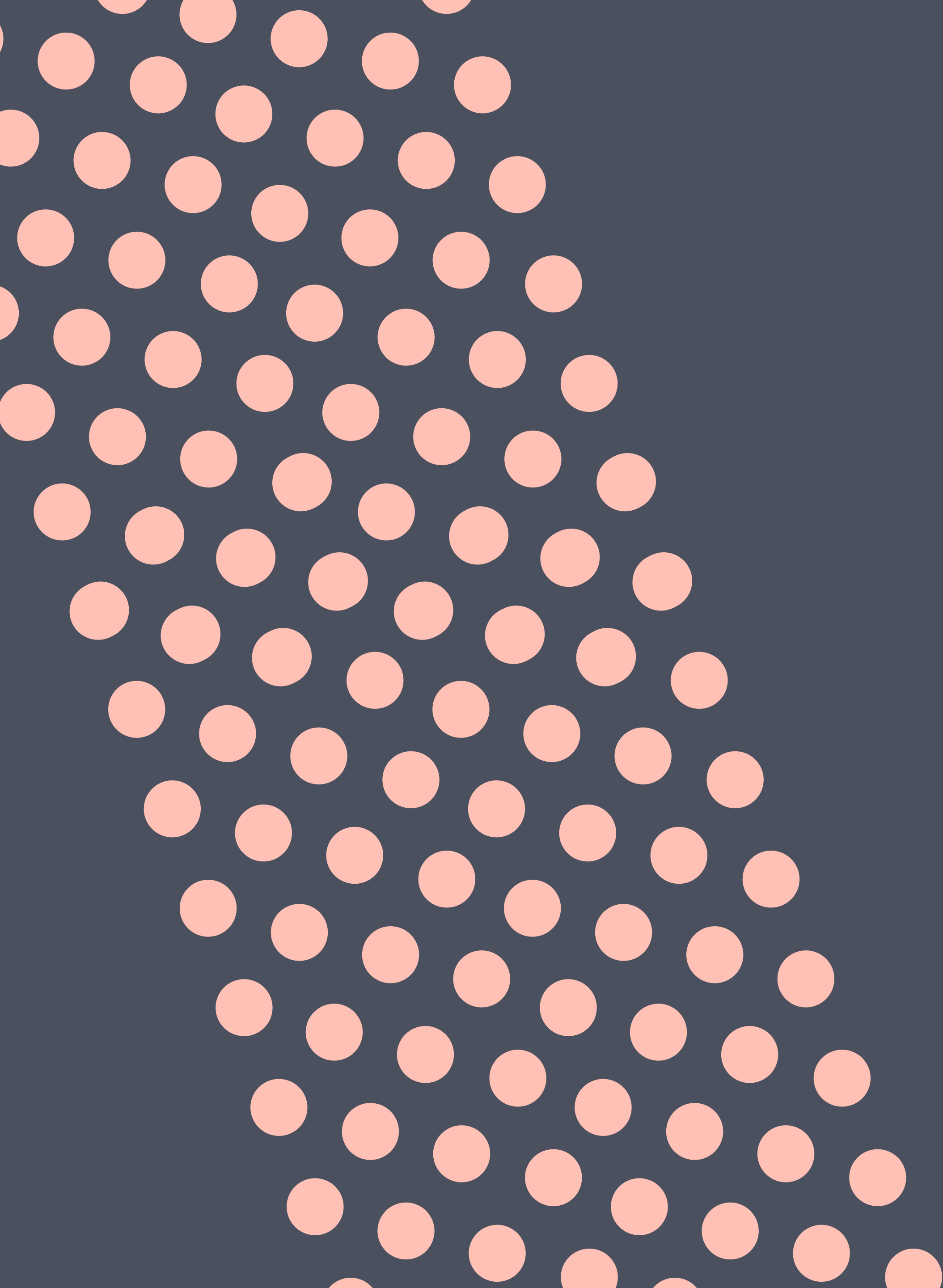


NOW



A+



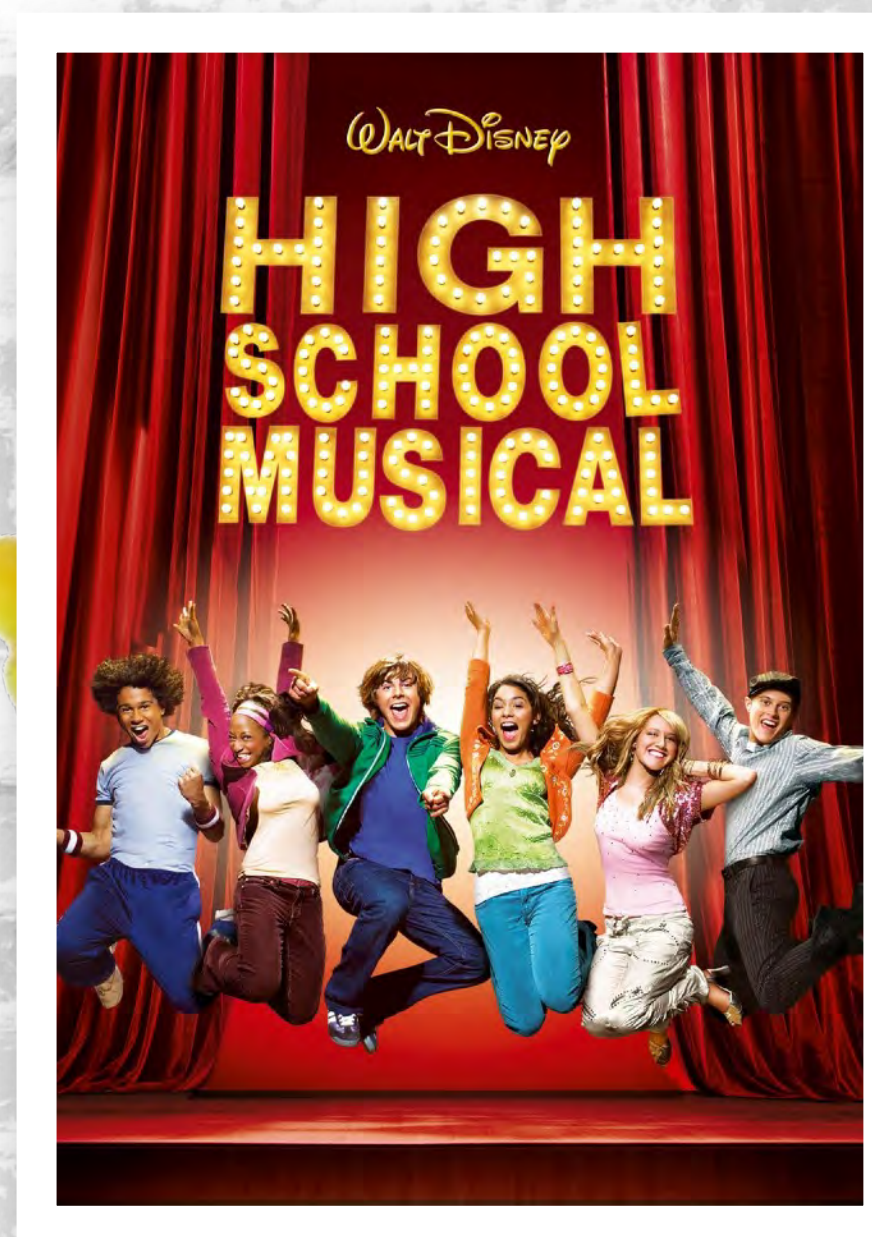


Millennials

1980 - 1995

27 to 42 years old





Millennials


1980 - 1995



- ◆ Collaborative
- ◆ Innovative

Millennials

1980 - 1995



NOW

- ◆ Collaborative
- ◆ Innovative

Millennials

1980 - 1995



ELDER Millennials

1980 - 1987





Moms gather on field for a 'primal scream' to let out pandemic emotions

FAMILY — January 24, 2022

Moms join together to scream amid pandemic frustrations



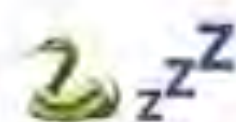
By Katie Kindelan

Parenting is hard and parenting during a pandemic, as the past two years of the coronavirus pandemic has shown, is immeasurably harder.

In a sign of the frustrations the pandemic has brought, a group of mothers in Massachusetts has begun gathering together to simply scream.



D.I.N.K.



@tinygorgon

the millennial version of 2.5 kids and a picket fence is six houseplants and no roommate





YOUNG Millennials

1988 - 1995







Share highest rates
of loneliness along
with younger
Gen Z peers.

Gen Z

1996 - 2010

12 to 26 years old





Gen Z

1996 - 2010




Gen Z

- ♦ **Pragmatic**
- ♦ **Progressive**

Gen Z

1996 - 2010

- ♦ **Pragmatic**
- ♦ **Progressive**



NOW

Gen Z

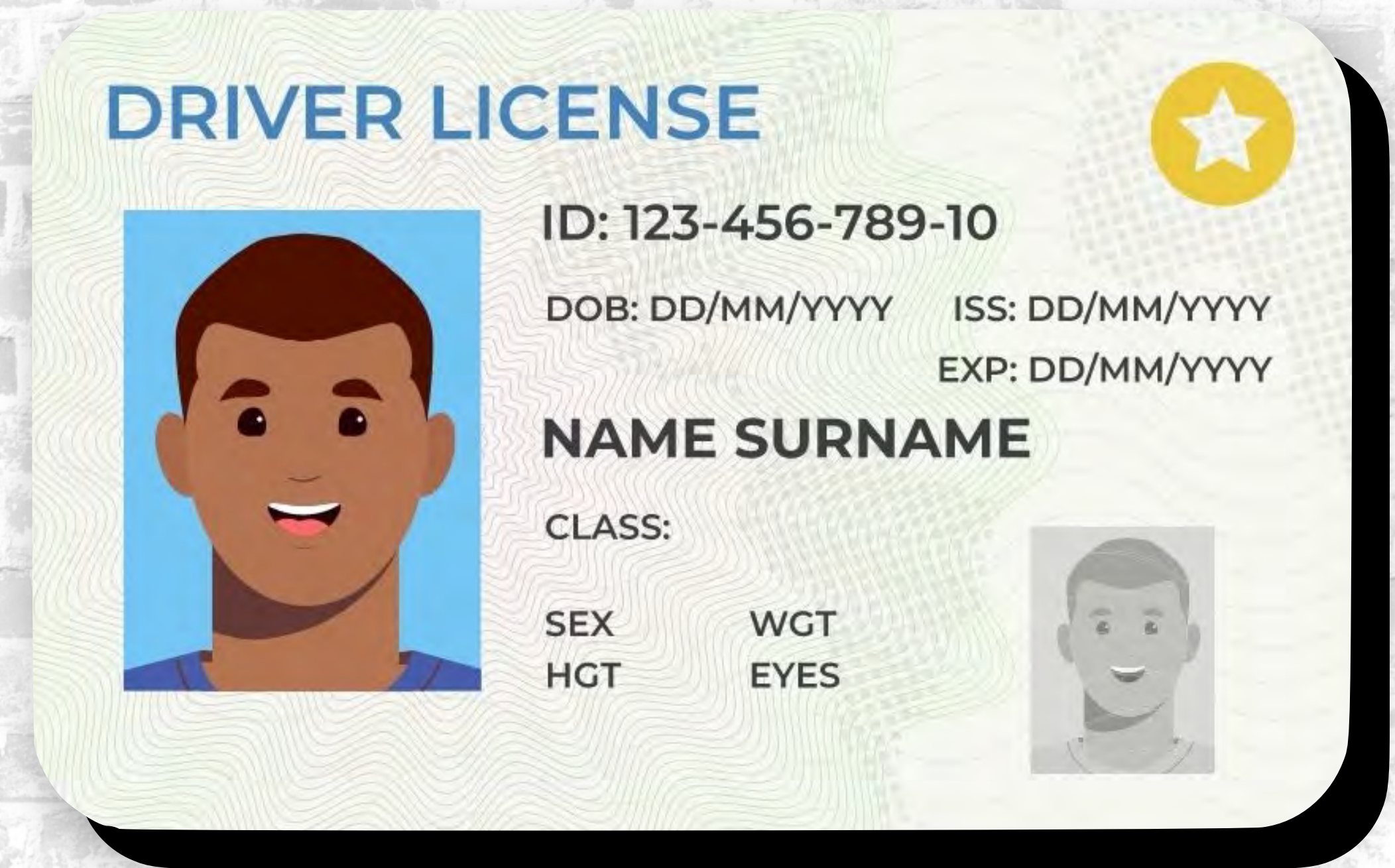
1996 - 2010

More than

40%

**of 19 year old Gen Zers
do not have a driver's license.**

Lang Aftermarket iReport, 2020





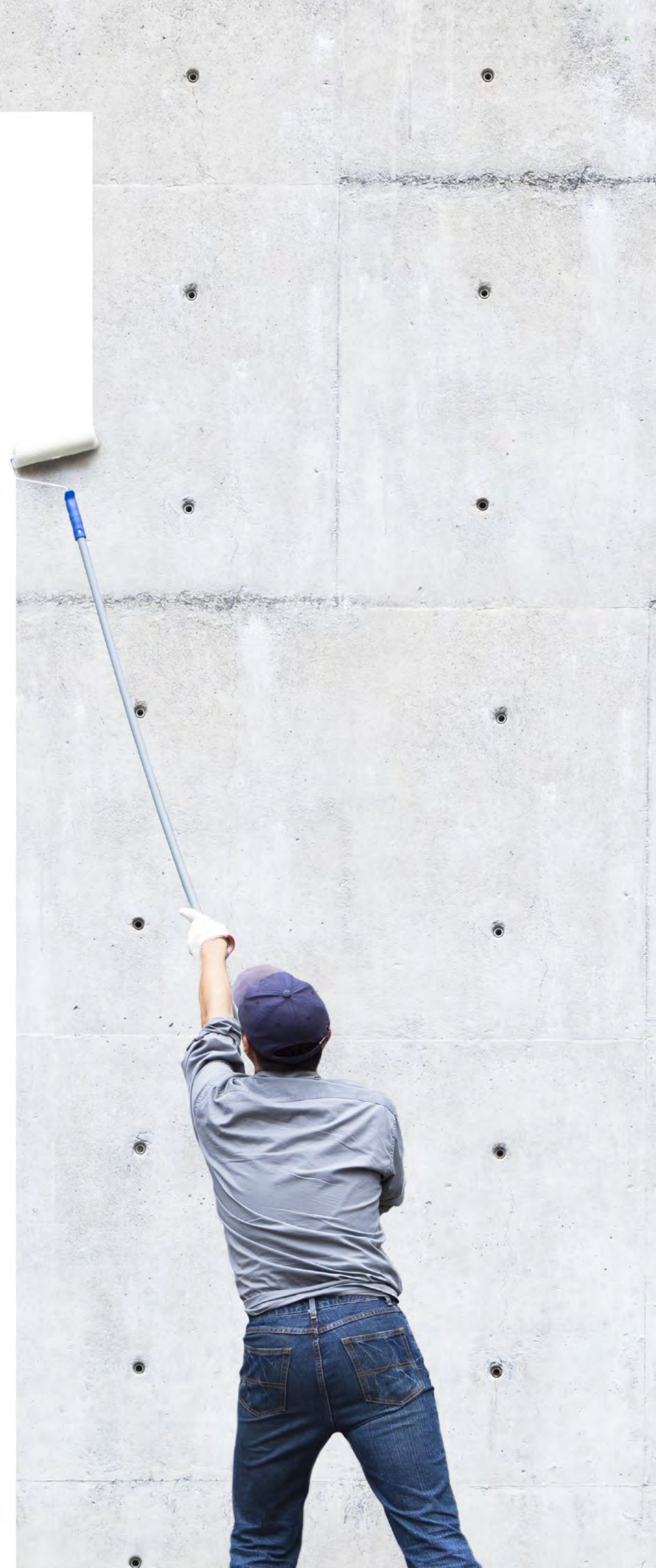

“Z is for Zoom?”



Emerging

WORK TRENDS





“The pandemic has
given us a golden
opportunity to redesign
the world of work.”

Moving Beyond Remote Report

SLACK, 2020

Work-Life Harmony

1



Work-life harmony

noun

*\wɜrk laɪf 'har-məni *

The state of finding peace and ease between work and life, acknowledging that they are complementary forces.



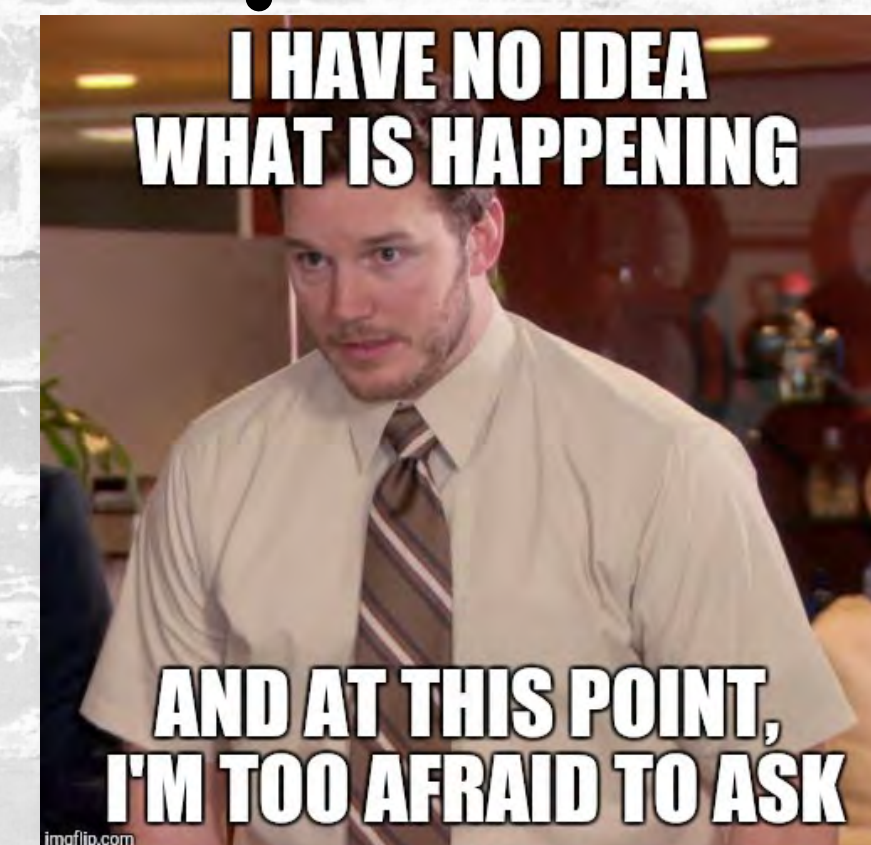
Slobbing out and giving up: why are so many people going 'goblin mode'?



📷 'Goblin mode is about a complete lack of aesthetic. Because why would a goblin care what they look like?' Illustration: Esme Blegvad/The Guardian



2020
IS GOING
TO BE MY
YEAR



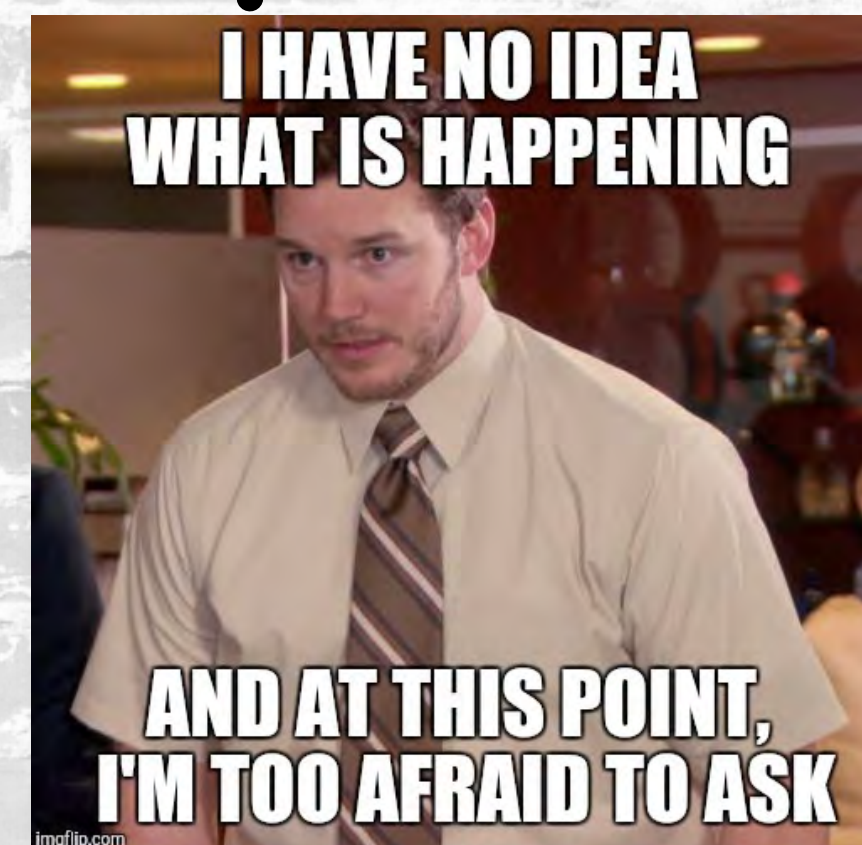
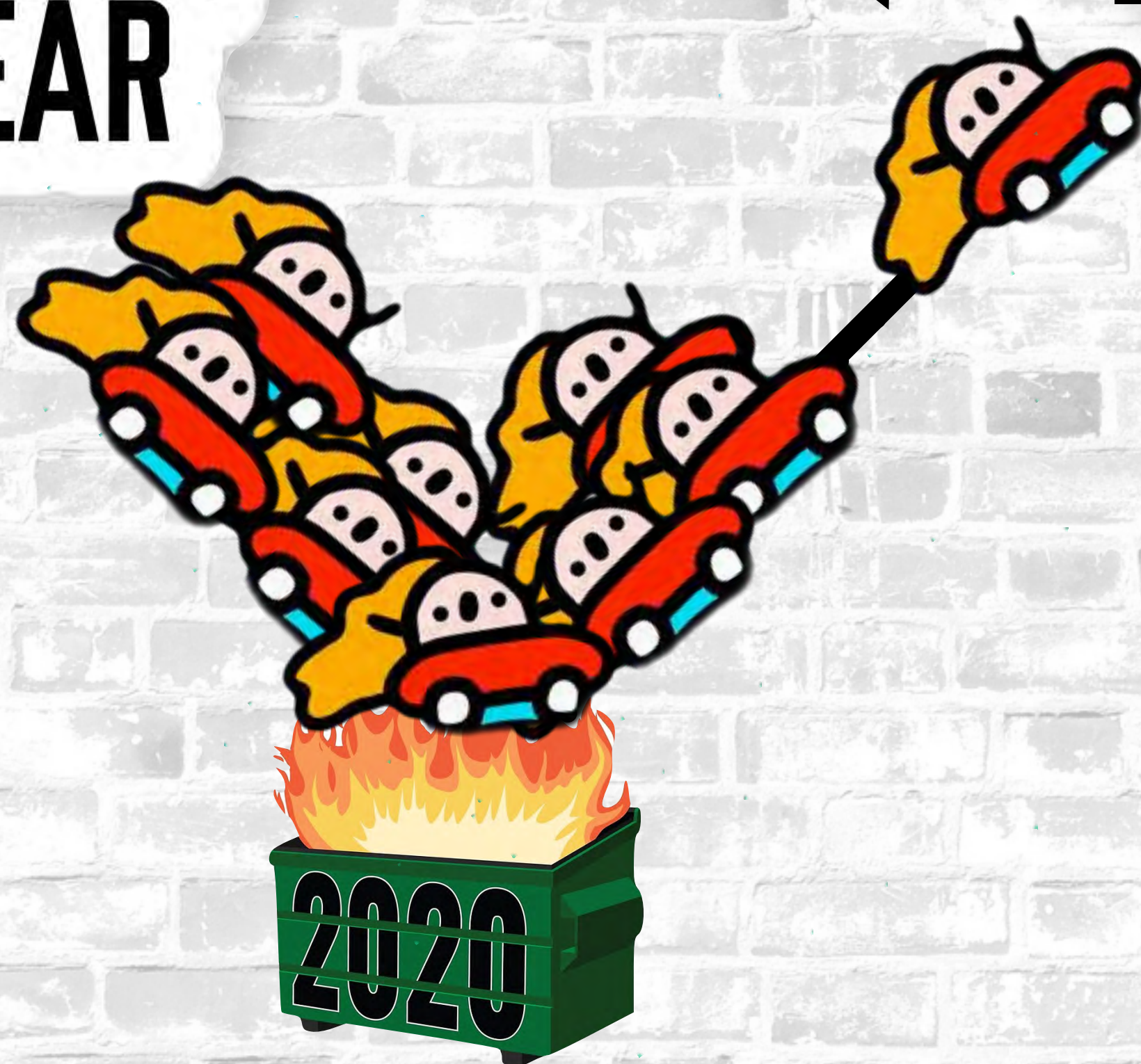
2020

2022



2020
IS GOING
TO BE MY
YEAR

LEADERS



2020

2022

75%

of employees in the
United States report
symptoms of burnout.

McKinsey & Company, 2020







W
H
A
T

W
O
R
K
E
D

Flexibility

Autonomy

Soft pants!



Only

9%

Of the global workforce
expect to fully return to
the office after offices
reopen.

CISCO





87%

of Millennials said that
flexible work hours and
the ability to work from
anywhere are important.

YPulse, 2020





MINDSET SHIFT

Calm over Hustle.



proactively prevent

burnout by modeling

boundaries



Wellness At Work

2





On a scale of 1-5, what is your comfort level with talking about emotions at work?
(1 = not comfortable, 5 = very comfortable)

**When under pressure,
it is wise to behave like a duck.**



**Keep calm and unruffled on the surface,
but paddle like the hell underneath.**

A hand is shown holding a human brain. The background is a light blue wall with faint, sketchy lines. The hand is wearing a gold watch and a ring. The brain is a realistic illustration of a human brain, showing the gyri and sulci.

3 in 4

people say they
expect mental health to
be a top priority at work.

The Rockefeller Institute, 2021



Why organisational wellbeing is now a 'business imperative'

It is estimated that six in 10 workers have experienced mental health challenges. What, then, can be done to make our workplaces more welcoming?



Why 2022 will demand deeper HR action on wellbeing

By *Jen Colletta* December 29, 2021

If HR leaders had to choose one word to define their focus over the last year, "wellbeing" likely would rank near the top. And, according to several experts, that trend is poised to continue well into 2022.

LEADERSHIP STRATEGY

There's No Growth Without Health: Employee Wellbeing Is Non-Negotiable

HEALTH • BRAINSTORM HEALTH

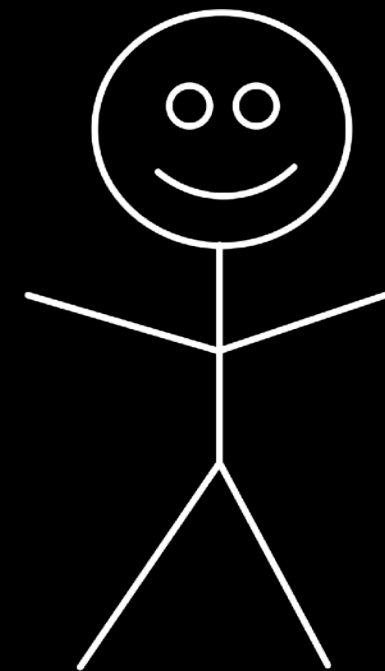
Supporting employee well-being is more important than ever for business

BY **RACHEL KING**

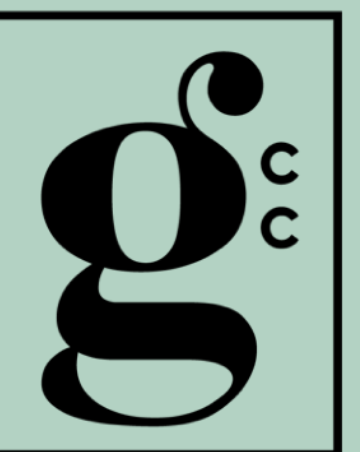
May 10, 2022 8:30 PM CDT

ORGANIZATION

LEADERSHIP



WELLNESS AT WORK



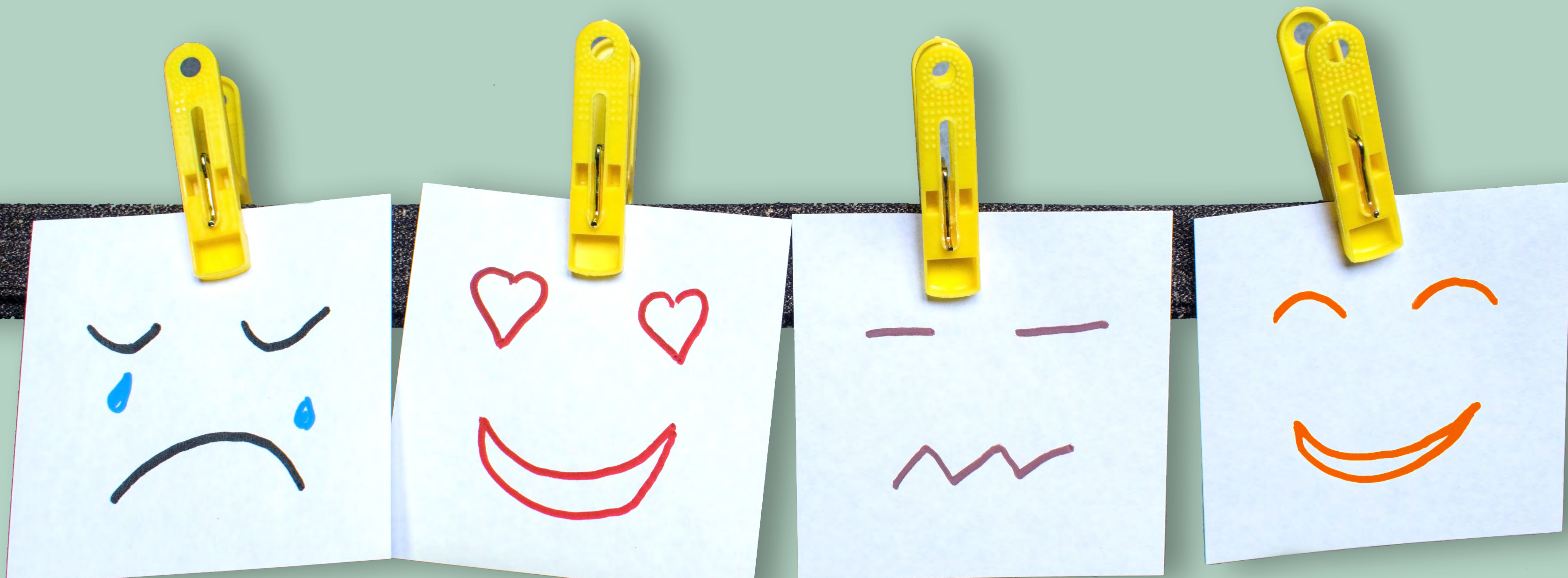


take care of your
team first





normalize conversations about well-being and mental health



FASTCOMPANY

Why vulnerability will be a key trait for leaders post-COVID-19

By its very definition, vulnerability seems incompatible with leadership. Yet as Merilee Kern notes, “When it’s genuine, showing vulnerability can foster a magnificent mélange of respect, admiration, empathy, and loyalty.”



The New Normal: A Kinder, More Human Workplace

by **Mark McCormack** Thursday, May 14, 2020

Compassionate leadership guiding response to COVID-19

Tuning in, turning outward: Cultivating compassionate leadership in a crisis

May 1, 2020 | Article

How To Be A More Compassionate Leader (And Why It's So Important)

Compassionate Leadership is a Crucial Skill

How compassionate leaders create trusting, thriving teams



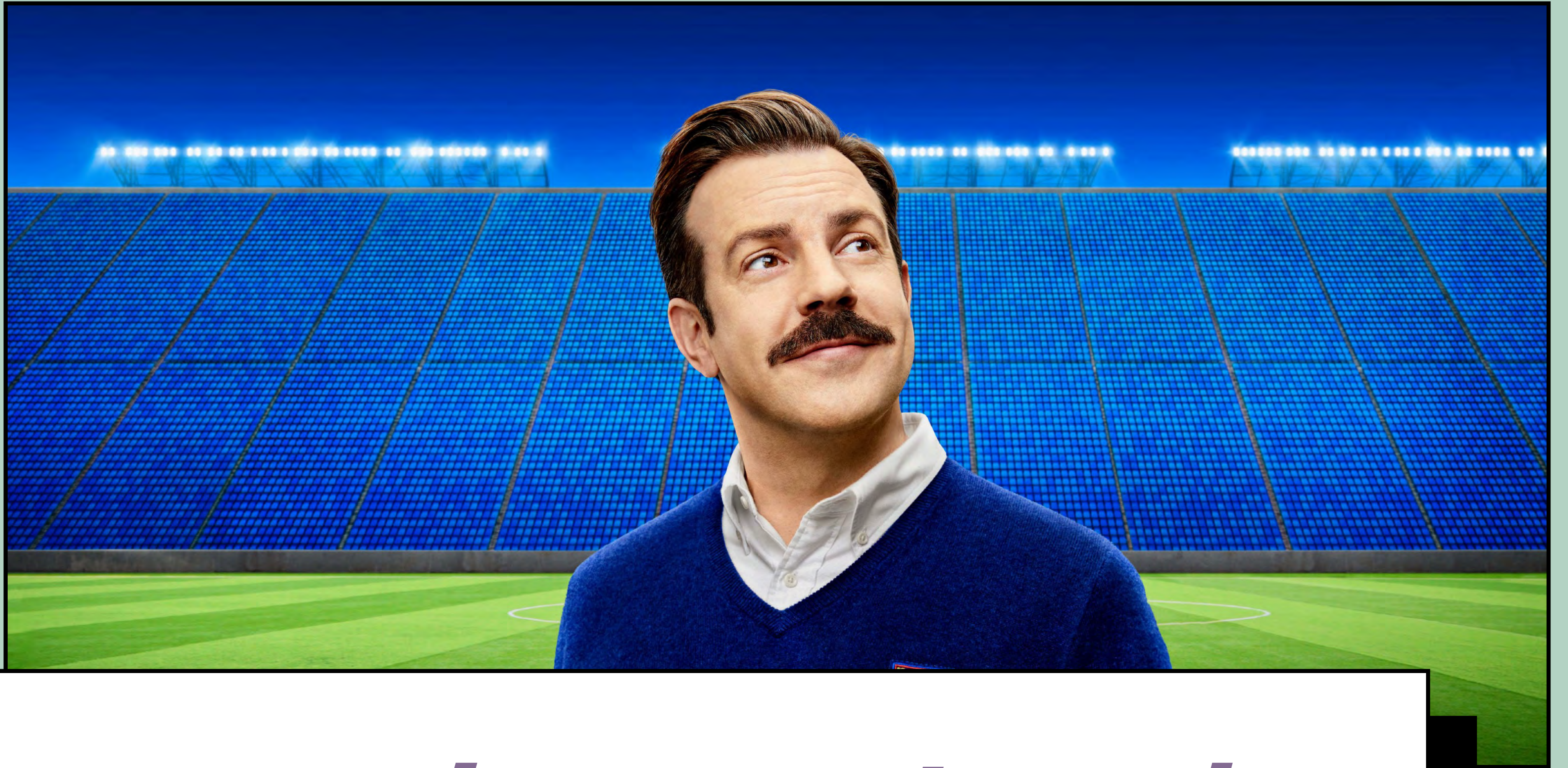


MINDSET

*Boss-style leadership to
Coach-style leadership.*



Hero Leader



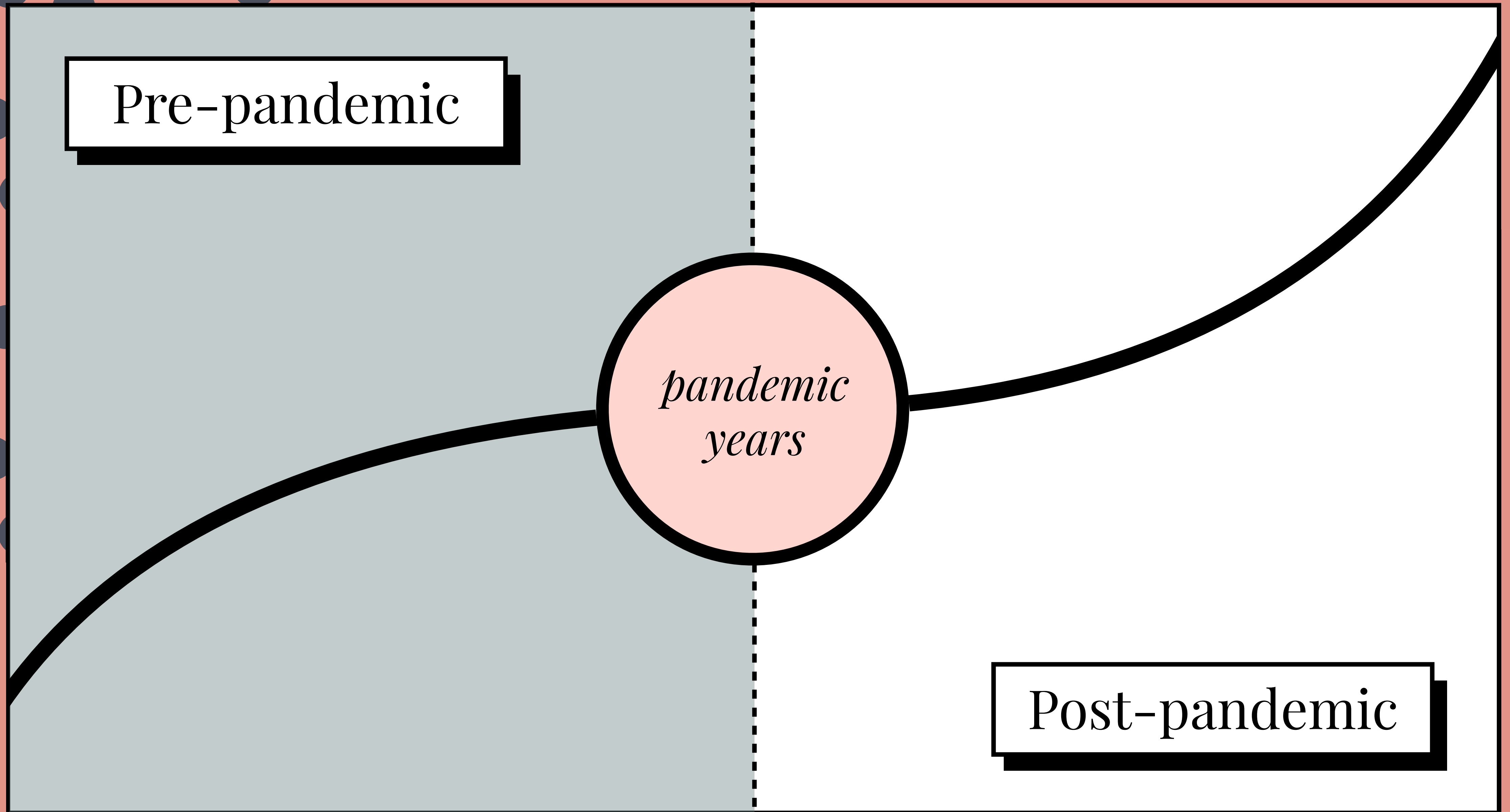
Compassionate Leader

The *of Work*

Pre-pandemic

*pandemic
years*

Post-pandemic





“Historically, pandemics have forced humans to break with the past and imagine their world anew. This one is no different. It is a portal, a gateway between one world and the next.”

Arundhati Roy
The Pandemic is a Portal



thanks!

g^c_c

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C O N S U L T I N G

@goodcompanyconsulting