I-Gens, Millennials, Gen-Xs, Baby Boomers, Traditionalists? Oh My!

Incorporating Key Components to Engage All Learners

Presented by
Catrecia Bryan
ProSolutions Training

• ProSolutions Training offers a rich curriculum, with course content developed based on current research and the firm's 27 years of experience in early care and education and human services.

• ProSolutions Training offers more than 100 individual online courses, multi-course packages, and certificates in early care and education and human services subject areas. Most courses are available in Spanish.

• IACET CEUs are provided by ProSolutions Training, which has been accredited as an Authorized Provider by the International Association for Continuing Education and Training (IACET).

• Approved by the Louisiana Board of Elementary and Secondary Education (BESE) to offer coursework as an approved Early Childhood Ancillary Certificate Program
Housekeeping…

Restrooms
Cell phones
Breaks
Getting the most out of this session...

- Take notes
- Maximize your time
- Take care of your body
- Keep your mind active
- Provide feedback
Today we are going to be creating a community of learners

• Everyone participates
• Support one another
• Everybody gets a chance to speak
• Be open to new ideas
• Ask for clarification when needed
• Be aware, we are creating knowledge today
• Have fun!
During this session, learners will:

1. Distinguish among characteristics of five generations of workers.

2. Determine own generation, compare and contrast to other generational characteristics.

3. Examine and synthesize the common threads and values that can be used to develop a program that engages groups of multi-generational learners.
Why view through a generational lens?

- Research
- Generational differences a good framework
- Our responsibility to provide effective learning opportunities for children

Remember, the purpose of education is to **produce learning** and **not just deliver instruction**.
Expertise in the room....

Introduce yourself to the experts sitting to your left and right and in front of and behind you, and find out what they are really good at.
Name Tags

On your name tag if you were born between.....
- 1927-1945 Stick an owl on your name tag
- 1946-1964 Stick a flower on your name tag
- 1965-1980 Stick a kid on your name tag
- 1981-2000 Stick a star on your name tag
- 2001 and on, stick a cloud on your name tag
Did You Know?
Generational Differences as a Theory...

• 20-year time periods

• Common characteristics based on:
  • Historical experiences
  • Economic conditions
  • Technological advances
  • Changes in society
“How and where did Kennedy die?”

- **Traditionalist and Baby Boomer** - Gunshots in Dallas, Texas
- **Generation X** - Plane crash near Martha’s Vineyard
- **Millennial** - Brain tumor in Hyannis Port, MA
- **I-Gen/Gen Z** - Kennedy who?
First Time in American History, **Five Generations** Working and Learning Together

Often colliding as their paths cross because of different:

- Values
- Ideas
- Ways of getting things done
- Ways of communicating
- Ways of learning
Have you heard this recently?

Have you said (or thought) this recently?
What Historic, Economic, Social, and Technical Occurrences or Events Shaped These Generations?

Each generation brings its own view of the world, which creates opportunities, threats and challenges.
Group Work….  

• **Research the following:** Determine historic, economic, social and technical events (national or worldwide) that may have influenced your assigned generation.  
  
  - Use your smart phones for research.  
  - Create a poster that captures the information.  
  - Be prepared to present the poster to the large group.
Do we have anything in common?

- Pair up with someone you don’t know
- Describe what was “hot” while you were in high school, thinking about things like:
  - Hair styles
  - Clothing styles
  - Music and dance
  - Movies and TV shows
  - Headlines
  - Brand names
  - Food
  - Technology
There are some common threads

People want the same things, no matter what generation they are from:

- Meaningful work
- Genuine relationships

They just want it in different packages!
**Traditionalists - 1927-1945**

**Preferred learning strategies**
- Lecture & expert presentations
- Practice
- Strict listen and don’t speak
- Organized, low-risk learning environment
- On-the-job training
- Sensitivity to experience and age
- Prefer printed books
- “Teach me”

**Motivators to learn**
- View training as evidence of being valued
- Respect authority and want to learn
- Dislike informality
- Appreciate consistency, logic, discipline
- Comfort comes in being an anonymous part of a group

*Axonify – 5 Training Must Haves For A Multi-Generational Workforce*
# Baby Boomers – 1946 - 1964

**Preferred learning strategies**
- Workaholic approach to learning
- Will put in extra effort to achieve
- Resist authoritarian approach
- Stable, risk-free environment
- Likes to interact with others
- Practical and fun activities
- Will use technology
- May prefer printed books to reading online
- Lead me to the information

**Motivators to learn**
- High achievers
- Competitive
- See training as a benefit or perk
- Want to know how training will benefit them

*Axonify – 5 Training Must Haves For A Multi-Generational Workforce*
**Generation X – 1965-1980**

**Preferred learning strategies**
- Learn by doing
- Independent self-directed learning
- Activity (games, role-play, etc.)
- Use technology when possible
- Immediate feedback
- Computer before books
- Team and group-driven learning
- Connect me to people

**Motivators to Learn**
- Prefers freedom to figure out things on own
- Sees training as career security and a plus
- Having a say in the content would be a plus

*Axonify – 5 Training Must Haves For A Multi-Generational Workforce*
**Millennials – 1981-2000**

**Preferred learning strategies**
- Prefer collaborative learning environments with peer interaction
- Thrive on reinforcement and reaffirmation
- Enjoy fast moving, interactive activities
- Like it short & sweet
- Want to be entertained
- Expect technology to be used
- Will use smartphone as a resource
- Enjoy games
- Want to know why they need to learn it
- Connect me to everything – make it fun

**Motivators to Learn**
- Highly engaged by gaming and social networking
- Need to know why. If direct benefit is clearly related to career or personal goals, they will be motivated; if not, then uninterested
- Education is a direct link to advancing careers and making more money

*Axonify – 5 Training Must Haves For A Multi-Generational Workforce*
I-Gen/Generation Z – 2001 and beyond

Preferred learning strategies

- Use of technology and social media is a given
- Get-it-now, do-it-now, learn-it-now
- Yearn for face-to-face interactions
- Want to be mentored or coached
- Work hard to achieve
- Stable learning environment preferred
- Arrive connected, what’s next?

Motivators to learn

- Cultural fit with organization is critical
- Cultural fit with immediate co-workers and boss is critical
- Concern with values held by those at top of organization
- Appeal to social-mindedness
- Prefer stability
Now what?

What would you change?
Thank You for Participating in This Session

www.prosolutionstraining.com