

SURVIVING & THRIVING IN A MULTI-GENERATIONAL WORKFORCE

Practical Tips for Creating a Happy & Healthy Work Environment for Everyone

Presented By:

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Date

Wednesday, May 6 2026

OUR AGENDA

**IT'S ALL ABOUT
UNDERSTANDING
OTHERS**

- 01 Understand the characteristics, values, and work styles of six generations (yes, 6).
- 02 Explore what motivates each generation in the workplace.
- 03 Identify communication strategies that support inclusion across age groups.
- 04 Participate in an activity to bridge generational gaps through empathy and dialogue.



ASK

LISTEN

RESPECT

SIX GENERATIONS ALIVE TODAY



Traditionalists (1928–1945) → 81 to 98

Baby Boomers (1946–1964) → 62–80

Generation X (1965–1979) → 47–61

Millennials (1980–1996) → 30–46

Generation Z (1997–2012) → 14–29

Generation Alpha (2013–Present) → 0–13

* People born on the cusp of two generations (e.g., 1980–1982, or 1995–1998) sometimes identify with traits of both — often called "Xennials" (between Gen X and Millennials) or "Zillennials" (between Millennials and Gen Z).



Traditionalists

Born between 1928 and 1945

Important events included:

- Grew up during the Great Depression and WWII
- Disney releases its first animated feature
- Fought in the Korean War
- **Famous Traditionalists** include Jack Welch, Helen Mirren, Robert De Niro, Mick Jagger, Tom Brokaw, and Martha Stewart

Popular Technology Growing Up: Radio

81 to 98

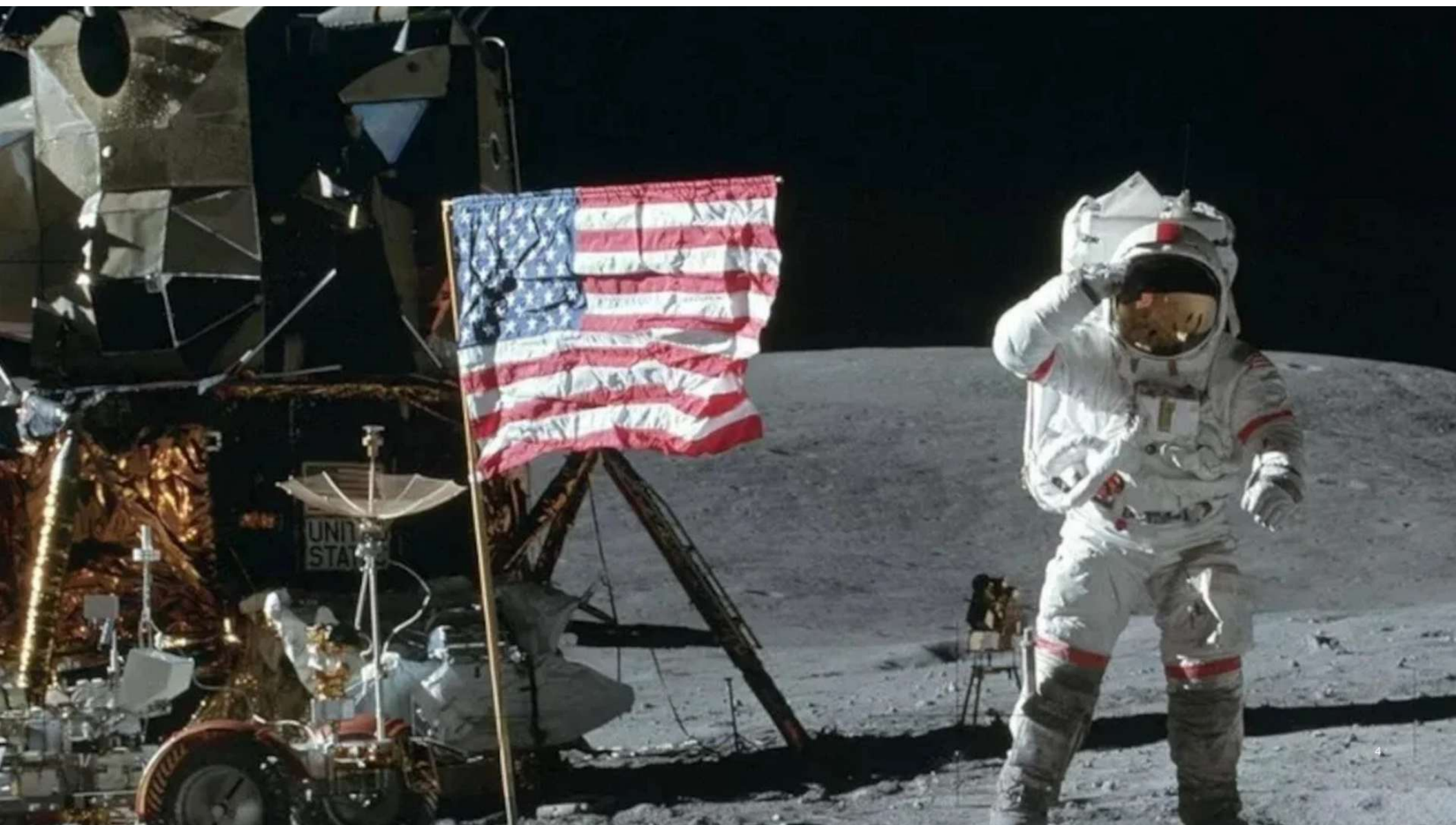


Tough Times, Sacrifice, and Hard Work

Notable

- They were the first major innovators
 - Think space travel, vaccines, and laid the foundation for modern-day technological innovations
- Driving force of the civil rights movement of the 50s and 60s
- Currently makeup less than 1% of the workforce







The New York Times

NEW YORK, MONDAY, OCTOBER 21, 1934.

Refugees in Panic,
War Drama as Fact

LOUSTED JEWS FIND
REFUGE IN POLAND
AFTER BORDER

Escape 'Gas Raid From
Savage Police at
Walla Fort

CBS

HER AMERICA

Must Stay Free!



Superpowers



Self-Disciplined

Willing to go the distance even if they have to dig deep for the strength



Cautious and Loyal

Civic-minded and loyal to their country and to their employers



Self-Sacrificing

Grew up during lean times, including the Great Depression and World War II



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Baby Boomers

Born between 1946 and 1964

Important events included:

- They were children or teenagers when a man walks on the Moon and during the Civil Rights and Women's Rights movements
- Woodstock becomes a part of their collective generational history
- Fought in the Vietnam War
- **Famous Baby Boomers** include Bill Clinton, Dolly Parton, Oprah Winfrey, Stevie Nix, Bill Gates

Signature Technology Growing Up: Television

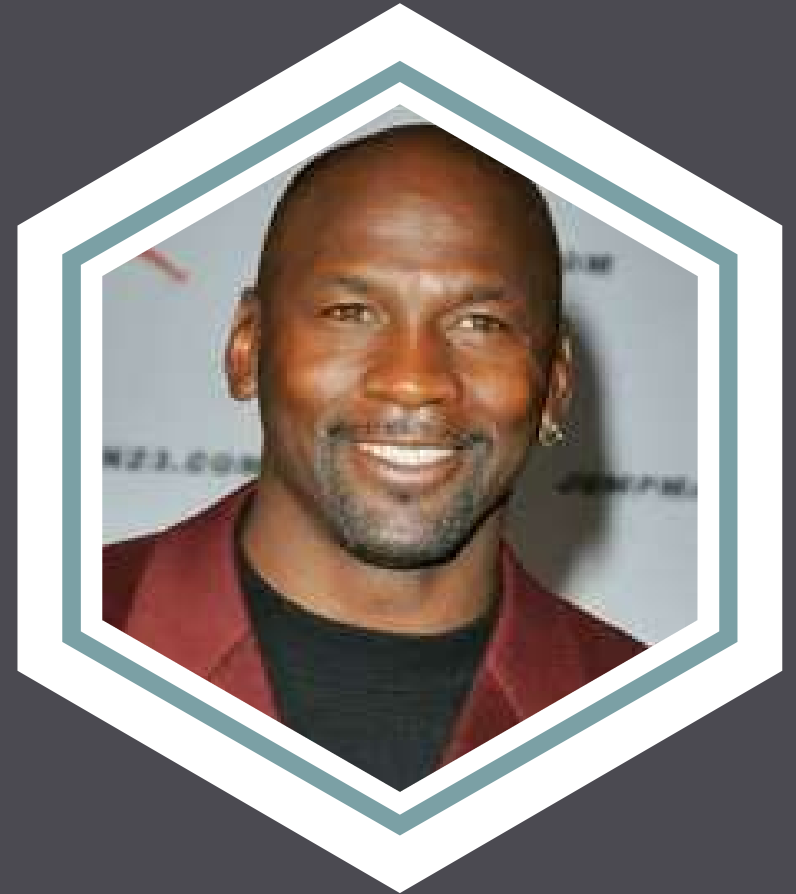
62 to 80 years old

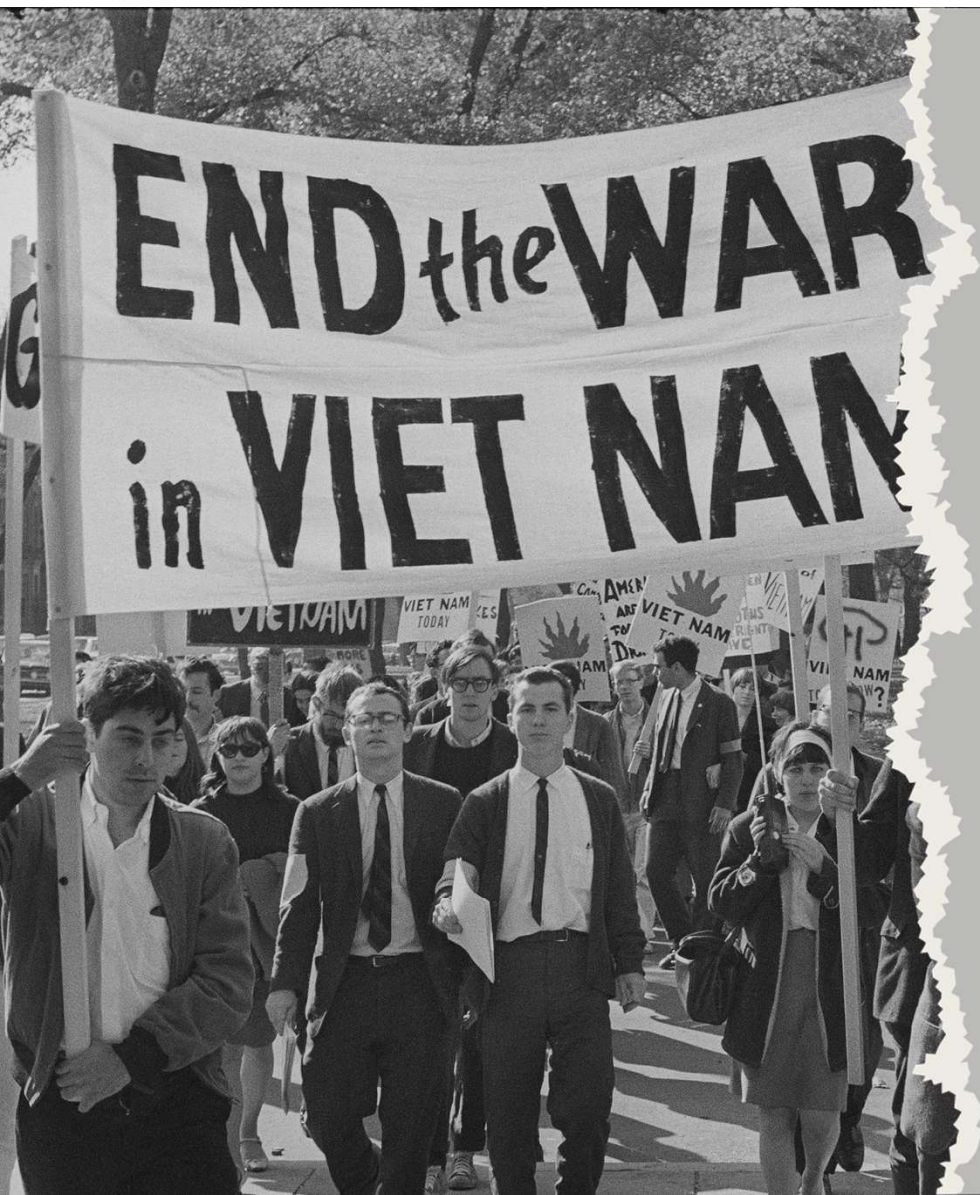


Rejected and redefined traditional values

Notable

- Were the largest generation until the Millennials
- By 2034, it is projected that older adults will outnumber those under age 18 for the first time in U.S. history.
- Currently retiring at a rate of more than 10,000 baby boomers a day (will continue through 2031)
- Makeup approximately 7-10% of the workforce











LIFE'S JOURNEY IS NOT
TO ARRIVE AT THE
GRAVE SAFELY IN A
WELL PRESERVED BODY,
BUT RATHER TO SKID IN
SIDEWAYS, TOTALLY
WORN OUT, SHOUTING
"HOLY [REDACTED]...WHAT A
RIDE!"

BABY BOOMERS IN RETIREMENT

Active & Engaged

Many Boomers want to stay physically active and socially connected. Travel, hobbies, volunteerism, and part-time work are common.

Identity Tied to Work

Since work has been a major source of purpose, some struggle with the transition, often delaying retirement or shifting into consulting/freelance roles to maintain relevance and structure.

"Semi-Retirement"

Instead of a full stop, many choose phased retirement or encore careers.



Superpowers



Optimism

Post-war optimism inspired a sense of stability, opportunity and prosperity for Baby Boomers growing up



Hard-working

They have a strong work ethic and were often defined by their careers



Team-Oriented

Collaboration is key. They tend to prefer in-person over digital communication



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Generation X

Born between 1965 and 1979

Important events included:

- The Cold War – Ronald Regan
- Challenger Shuttle Explodes on Takeoff
- Fall of the Communism in Eastern Europe
- U.S. Troops go to the Persian Gulf for the 1st time
- AIDS Identified
- Famous Gen Xers include Elon Musk, Gordon Ramsey, Tiger Woods, Reese Witherspoon

Signature Technology Growing Up: Computers

47 to 61 years old



Resourceful and independent

Notable

- They are the smallest generation in US History
- Grew up more independent than any other generation before them
- Crunched in between the two largest generations in US History (Sandwich Generation)
- Many have children and are caring for aging parents at the same time
- Makeup approximately 33% of the workforce





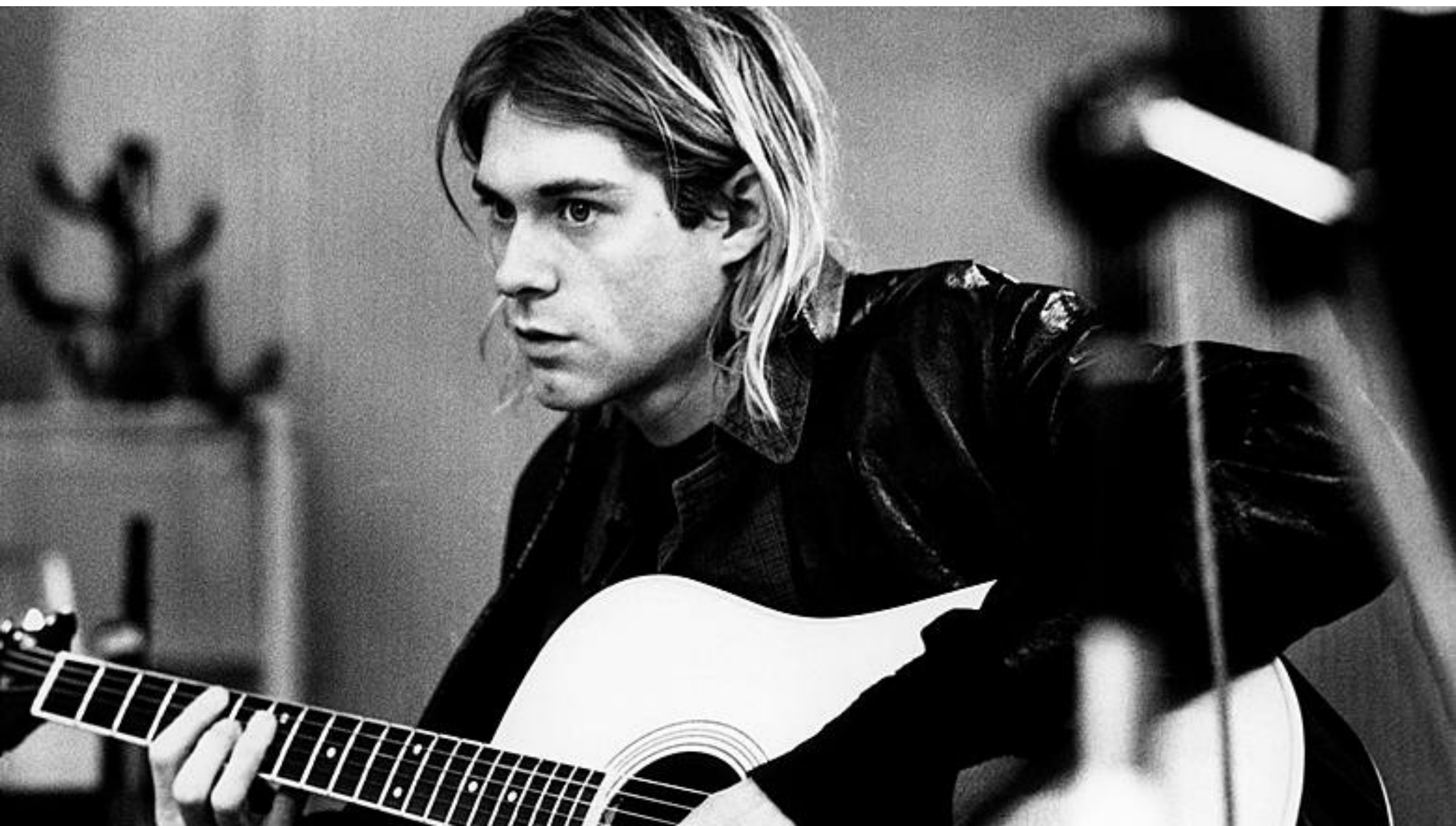
NOVEMBER 2000 \$5.00

PAULA JONES:
WHAT HAPPENS NEXT

TIME

You called us
slackers. You
dismissed us
as
Generation X.
Well, move
over. **we're**
not ^{what} you
thought.









If you obey all
the rules, you miss
all the fun.

Katharine Hepburn

Superpowers



Independent

Can accomplish their work without a lot of oversight and may prefer to work on projects independently



Flexible

Have the ability to go with the flow and were the first generation to want a more flexible work environment



Resourceful

Because they grew up taking care of themselves and/or siblings, they have learned to rely on themselves



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Millennials

Born between 1980 and 1996

Important events included:

- Columbine and school shootings
- 9/11
- War begins in Iraq for a 2nd time
- The Great Recession
- Led Occupy Wallstreet movement (older)
- They are ethnically diverse
- Famous Millennials include Mark Zuckerberg, Taylor Swift, Serena Williams, Beyoncé

Signature Technology Growing Up: Cell Phones

30 to 46 years old



Tech savvy and resilient

Notable

- The largest and most educated generation in US History
- Many delayed major life events due to financial constraints (heavy education debt, recession)
- Parents far more involved in their lives growing up
- Did not experience the same "rebel without a cause" attitude
- Makeup approximately 36-38% of the workforce





Helicopter Parenting

A green rectangular highway sign with rounded corners and a white border. The sign is mounted on a metal structure with two white rectangular boxes below it. The background is a blue sky with scattered white clouds.

MAY 20, 2013

Obama's New Boss / Syria face-off / McCain vs. Brzezinski / PLUS: Summer's best movies & more

TIME

THE ME ME ME GENERATION

Millennials are lazy, entitled narcissists
who still live with their parents

Why they'll save us all

BY JOEL STEIN



time.com







THE HUNGER GAMES



**GO INTO THE
WORLD AND DO
WELL. BUT MORE
IMPORTANTLY, GO
INTO THE WORLD
AND DO GOOD.**

(MINOR MYERS JR.)

Superpowers



Tech-Savvy

Growing up with technology has made learning new technologies easier



Open-Minded

They are more socially tolerant than generations before them



Collaborative

Like their Baby Boomer parents, Millennials work well in teams



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Generation Z

Born between 1997 and 2012

Important events included:

- The First Black President elected in the U.S.
- They have had instant access to information their entire lives
- COVID-19 impacts their emotional and social growth and creates potential delays educationally
- Famous Gen Zers include Tom Holland, Zendaya, Millie Bobby Brown, Greta Thunberg

Signature Technology Growing Up: smartphones and social media

14 to 29 years old



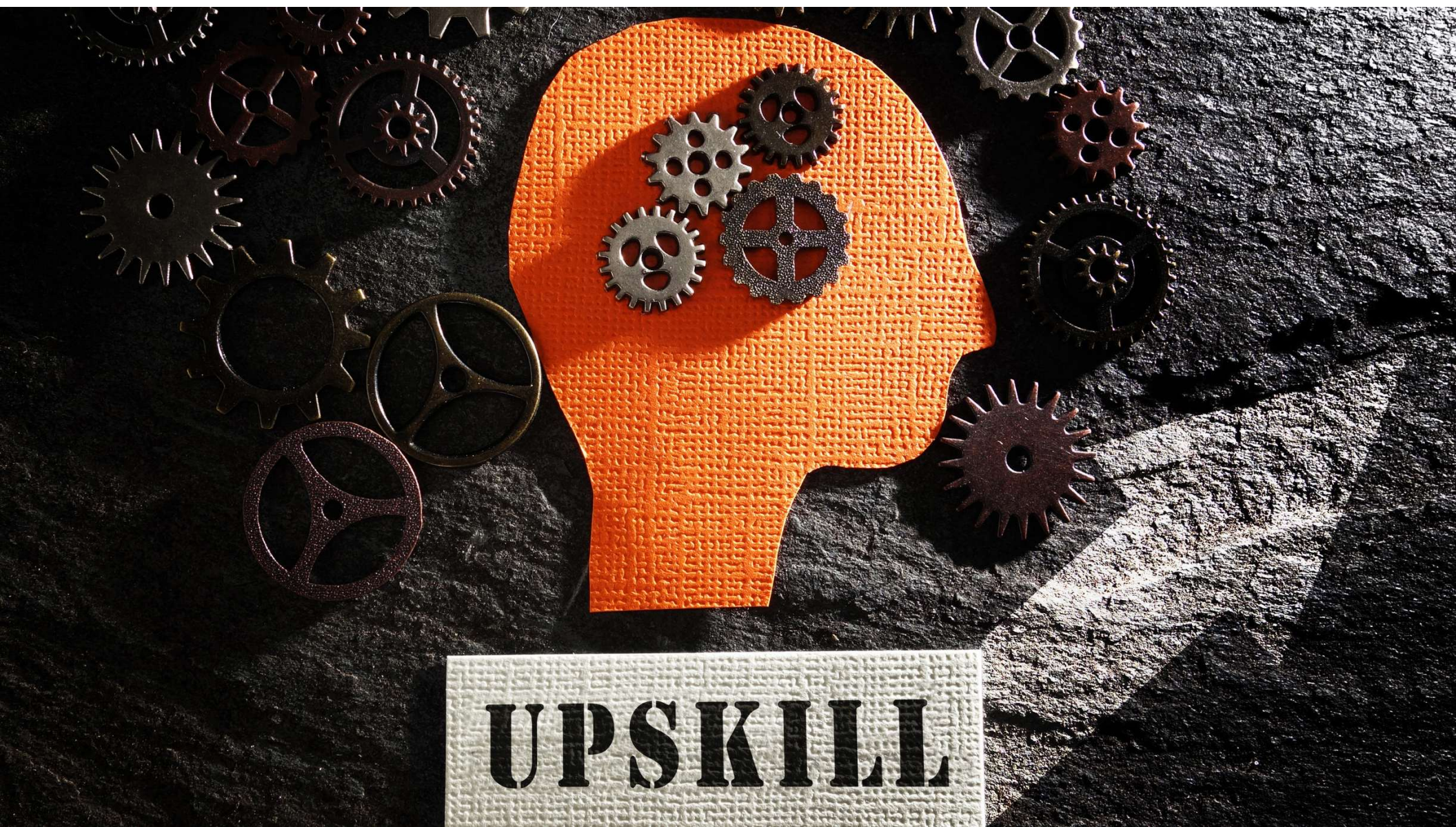
Pragmatic and accepting of differences

Notable

- They are comfortable with on-demand culture and expect instant access to information and services.
- They are the most progressive and diverse generation ever
- Gen Zer's report higher rates of anxiety and depression thanks to growing up in a world with the internet, war, disease, and financial insecurity.
- Makeup approximately 18-20% of the workforce







UPSKILL



STRANGER THINGS

**“Be yourself;
everyone else is
already taken.”**

—OSCAR WILDE

Superpowers



Digital Natives

They have never known a time without cell phones or technology



Practical & Realistic

Growing up in times of uncertainty has helped Gen Z see the world as it is



Diversity

Gen Z flourishes in diverse environments where differences are accepted and celebrated



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WHY ARE THEY STRUGGLING AT WORK?

Like every generation new to the workplace, Gen Z is seen as different. But they do have some unique challenges creating additional issues.

Lack of Real-World Experience Due to Pandemic Disruptions

Many Gen Z workers entered the workforce during or shortly after the COVID-19 pandemic, which disrupted internships, part-time jobs, and traditional classroom learning. As a result:

- They missed out on informal social learning and soft skill development.
- Many started their careers in remote or hybrid environments, limiting exposure to in-person mentoring and team dynamics.





WHY ARE THEY STRUGGLING AT WORK?

Like every generation new to the workplace, Gen Z is seen as different. But they do have some unique challenges creating additional issues.

Underdeveloped Soft Skills

Despite being highly tech-savvy and creative, some Gen Z employees may lack critical soft skills such as:

- Conflict resolution
- Professional communication
- Time management

This is partly due to a reliance on digital communication and less practice in face-to-face professional settings.





WHY ARE THEY STRUGGLING AT WORK?

Like every generation new to the workplace, Gen Z is seen as different. But they do have some unique challenges creating additional issues.

High Expectations, Low Engagement

Gen Z places strong emphasis on:

- Purpose-driven work
- Mental health support
- Work-life balance

However, when these expectations are not met, it can lead to rapid disengagement or even burnout. Many feel disillusioned with traditional workplace structures.





WHY ARE THEY STRUGGLING AT WORK?

Like every generation new to the workplace, Gen Z is seen as different. But they do have some unique challenges creating additional issues.

Mental Health Pressures

Gen Z reports higher rates of anxiety, depression, and burnout than previous generations. Contributing factors include:

- Constant digital connectivity
- Social comparison via social media
- Economic uncertainty and global instability

These mental health challenges often show up as disengagement, absenteeism, or a sense of overwhelm at work.



Generation Alpha

Born between 2013 and 2025

What we see so far:

- AI is changing how they learn and will likely impact their development as it becomes a more normalized part of life
- COVID 19 impacted their early school experience but doesn't have the same detrimental impacts
- Concerns are emerging about their early use of mobile devices and the impact that may have long term
- They are emerging as a tech-savvy, adaptable, and socially conscious generation

Signature Technology Growing Up: AI, iPads for learning, mobile phones

1-13 years old



Hyperconnected and quick tech learners

TIME TO THINK



THE GENERATIONAL PITCH - YOU'LL HAVE 2 MINUTES TO PITCH THE FOLLOWING:

1. Who are we at work?
2. What do people misunderstand about us?
3. What do we need from other generations?
4. What do we offer the team?

"Your job is not to defend your generation. Your job is to help the rest of us understand how to work with you better."



**GEN Z
MILLENNIALS
GEN X
BOOMERS**

What Does Each Generation Want in an Employer?

Baby Boomers

A loyal employer

Hierarchical culture

The chance to mentor others

Respect

Gen X

A trustworthy employer

Problem-solving opportunities

Competent colleagues

Autonomy

Millennials

An empathetic employer

Meaningful work

Training for new skills

Flexibility

Gen Z

A culturally competent employer

Competitive wages

Mentorship

Stability



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How Can you Motivate Each Generation?



Baby Boomers

Use their suggestions and experience



Gen X

Assign meaningful tasks they can complete individually



Millennials

Provide immediate feedback, recognition and reinforcement

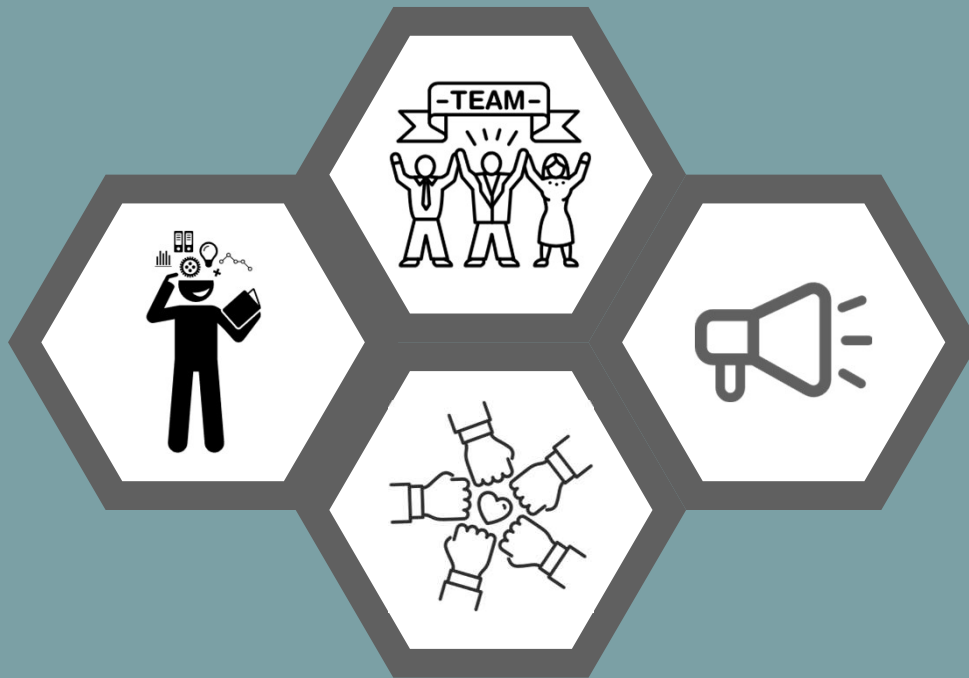


Gen Z

Let them discover and iterate on their own



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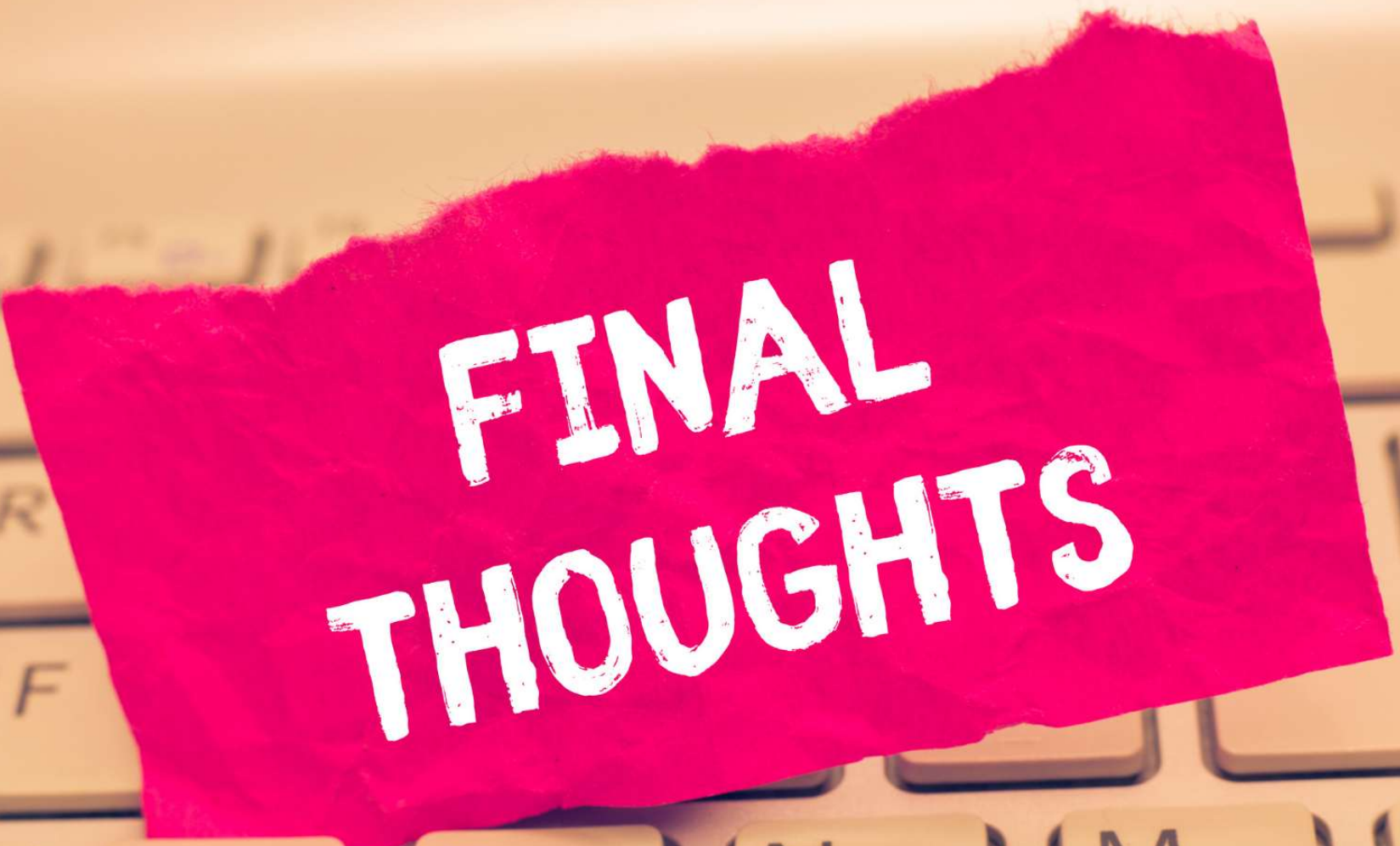
Keeping Harmony

How can you create a workplace built
on respect?

First...avoid stereotyping and
generalizations

What Do All Generations Want?

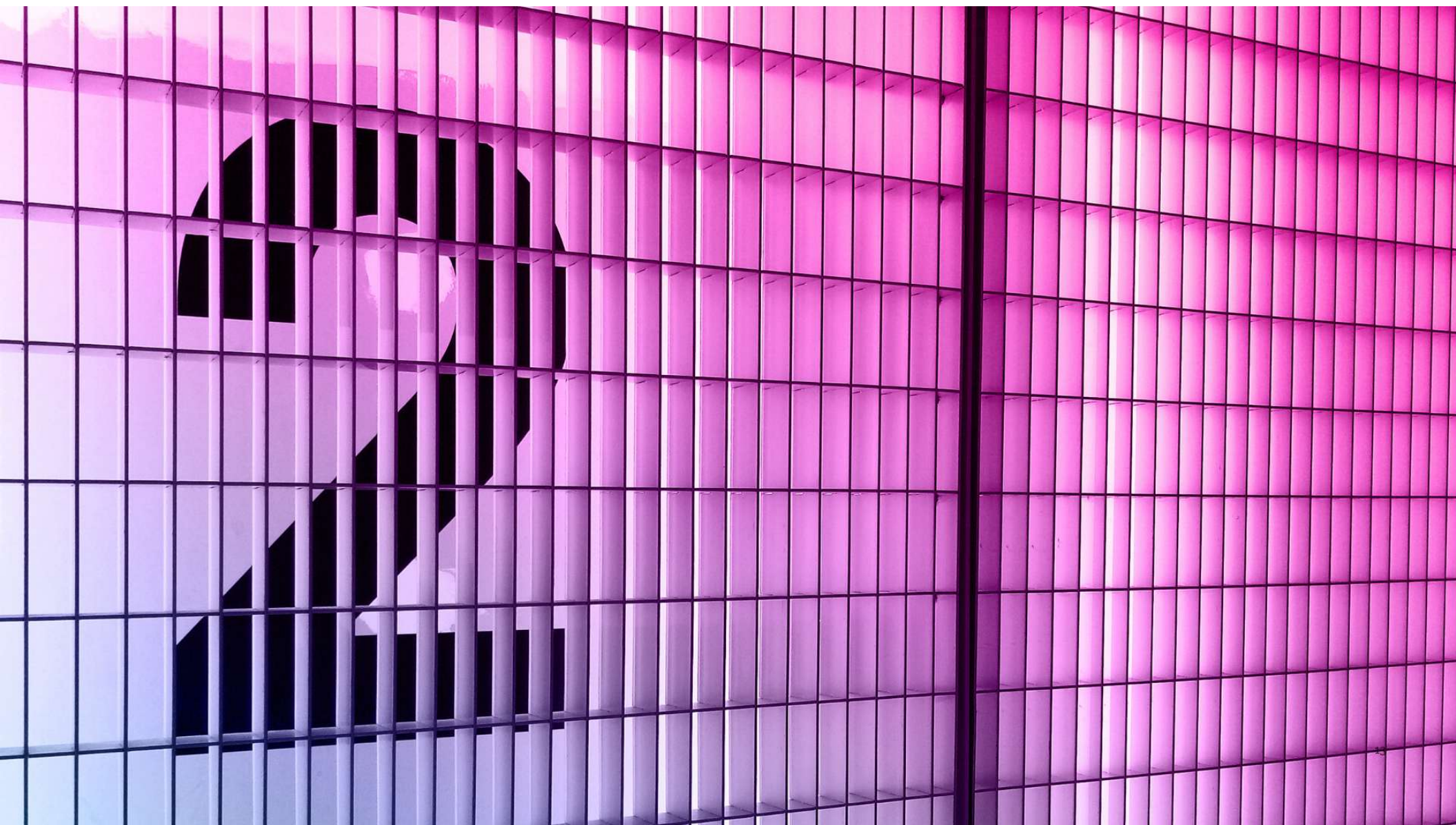
- They Matter
- Feel Respect
- Be recognized
- Opportunity to Learn
- Job Effectiveness
- Growth
- Choice and Control
- Flexibility



**FINAL
THOUGHTS**



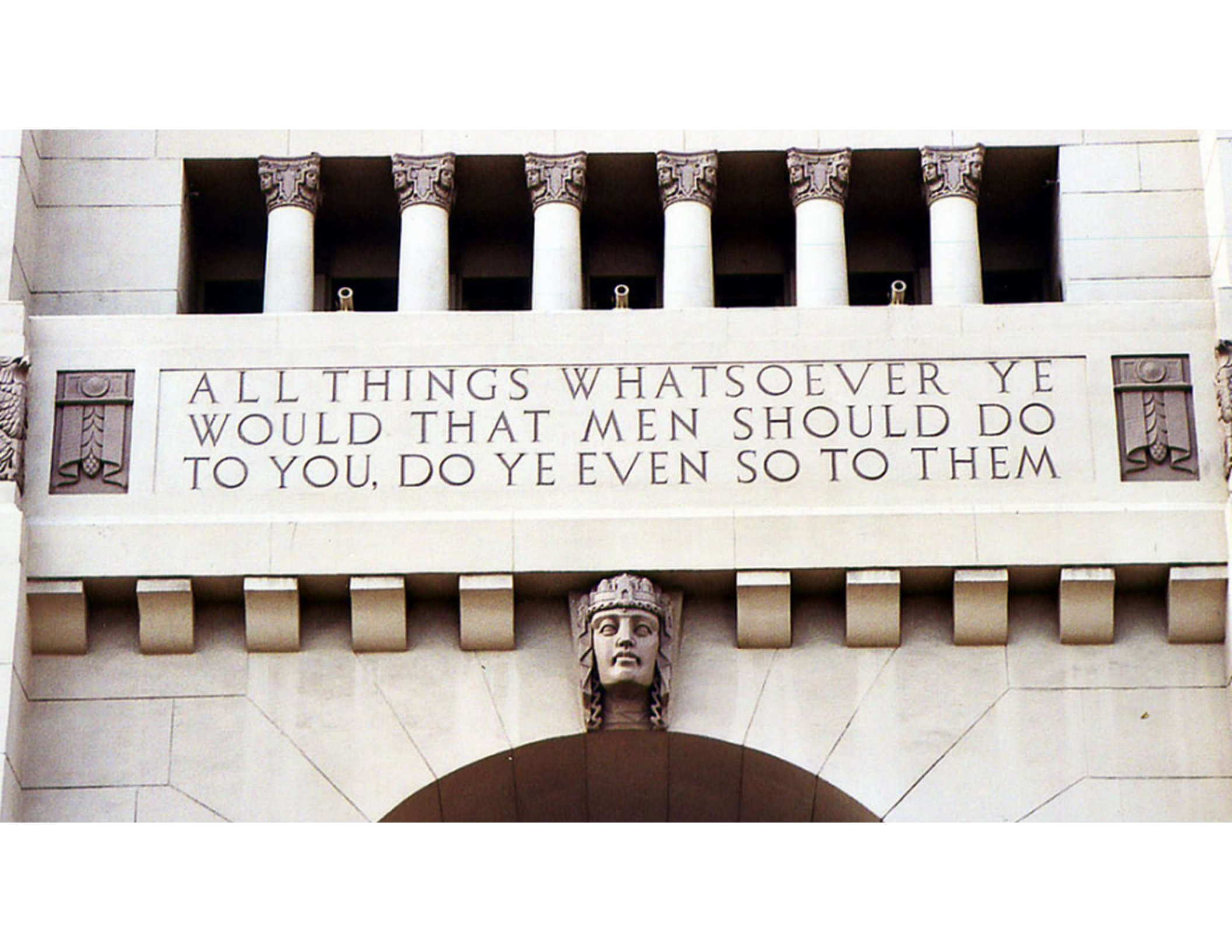






Are You Shoulding
All over the place?





ALL THINGS WHATSOEVER YE
WOULD THAT MEN SHOULD DO
TO YOU, DO YE EVEN SO TO THEM



**Click QR code for
resources and tools**



Thank You!

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