

Lost in Translation

Navigating a Multi-generational Team



Harris County
Department of
Education

HEY HARRIS
COUNTY



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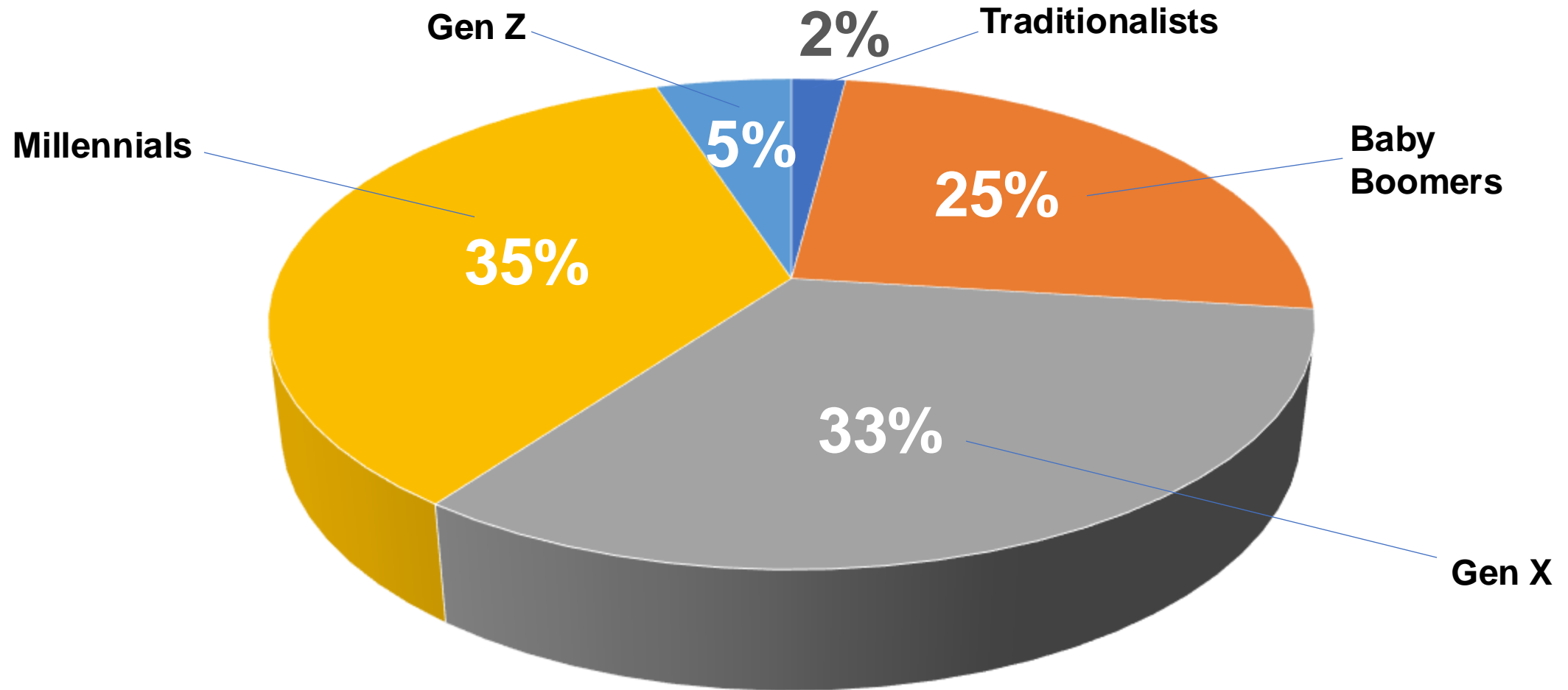
Lindsey Sanders
Director of Communications

The Challenge

“*Managing multigenerational workforces is an art in itself. Young workers want to make a quick impact, the middle generation needs to believe in the mission, and older employees don't like ambivalence. Your move.*”

Source: Harvard Business School “Working Knowledge” Newsletter — April 17, 2006: “Can you manage different generations?”

U.S. Working Population



Source: U.S. Bureau of Labor Statistics

Variations of Work Styles

“

Each generation has unique characteristics, influences, work ethics, core values, and respect and tolerance for others that affect how its members interact, communicate and learn in the workplace.

”

Source: T. Cekata, 2012

What's Your GENERATION?

Traditionalist
(Before 1946)

Ages 79+

**Baby
Boomer**
(1946-1964)

Ages 60-78

Gen X
(1965-1980)

Ages 44-59

Millennials
(1981-1996)

Ages 28-43

Gen Z
(1997- 2012)

Ages 12-27



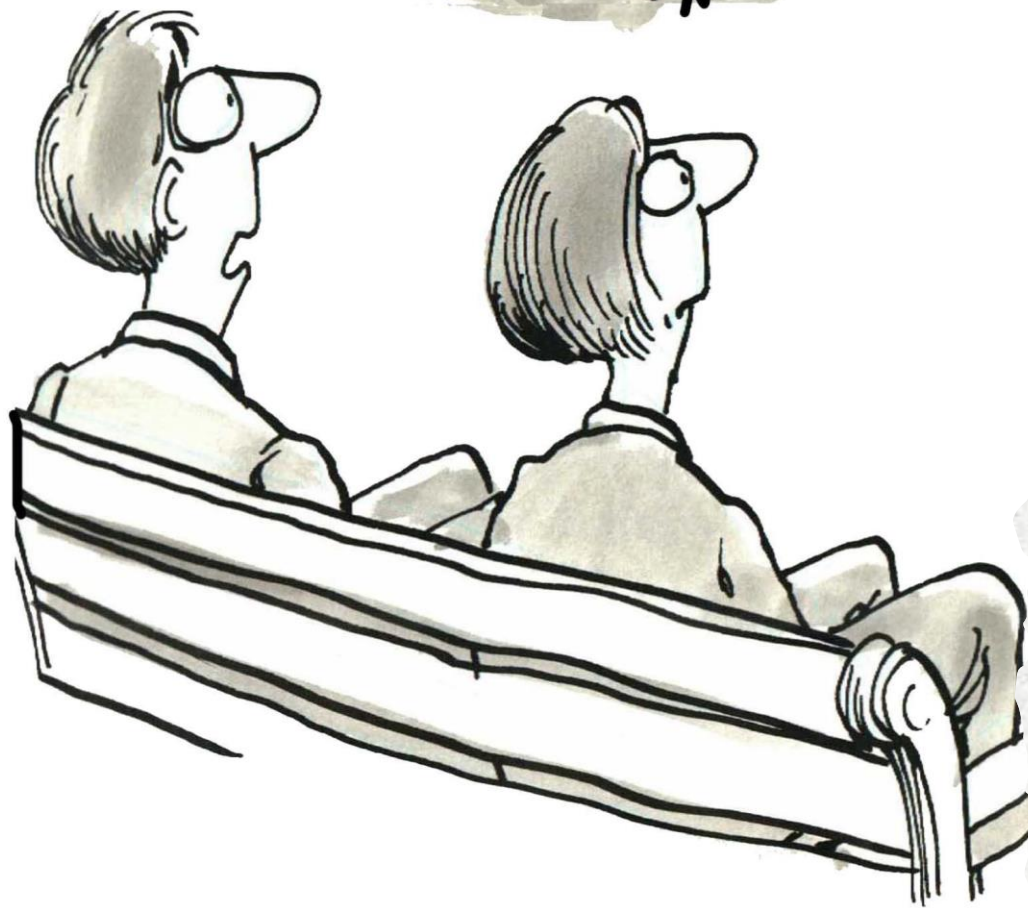
Old School

Traditionalists

Before 1946 (ages 79+)

- Disciplined
- Dislike conflict
- Detail-oriented
- View history as way to plan for future
- Believe in conformity, authority and rules
- Use logic
- Defined sense of right and wrong
- Loyalty and respect for authority





**“The kids are in college ...
what are we going to do with ourselves**

Baby Boomers

1946-1964
(ages 60-78)



BABY BOOMER

- Loyalty
- Self-motivation
- High work ethic
- “Live to work” mentality
- Deep experience
- Average tenure: 15 years

- Focused on financial stability/retirement
- Goal-oriented
- Focus on individual choices and freedoms
- Judgmental

RESPECT

1965-1980

(ages 44-59)

Independence

Work-Life

Flexibility

Skepticism

Pragmatism

Motivation



GENERATION



Gen X

- Ability to learn new technologies
- Highly educated
- Good work ethic
- High leadership potential
- Self-reliant
- Average tenure: 5 years
- Focused on work-life balance
- Family-oriented
- Contribution
- Desire feedback and recognition
- Time with leadership
- Desire autonomy



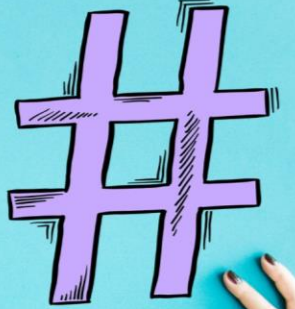
TRUST

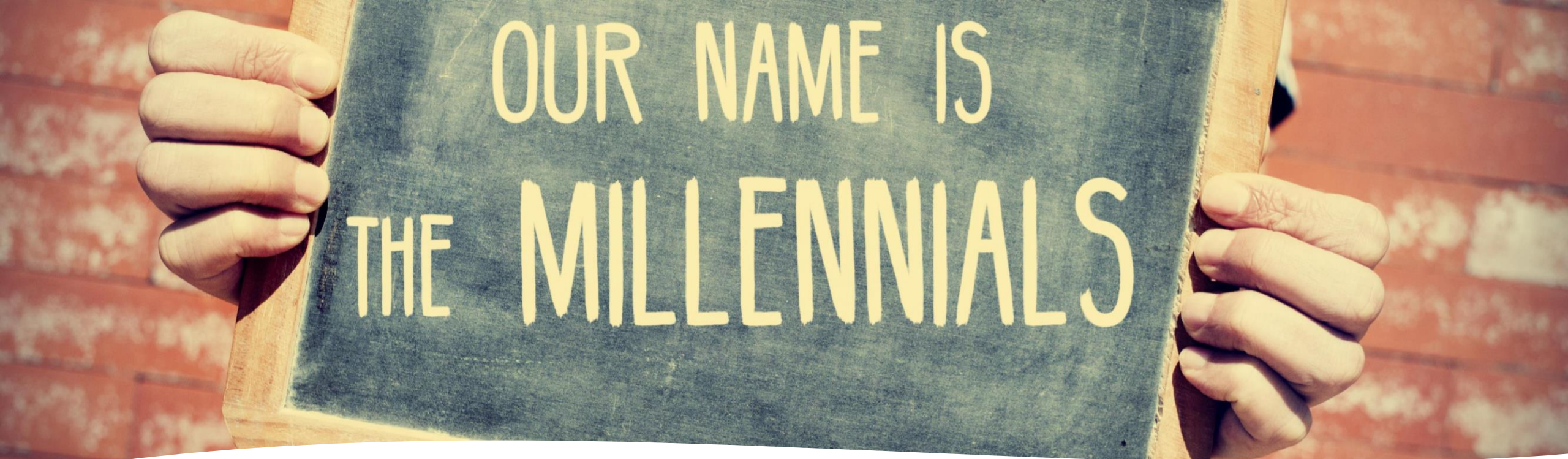
Gen Y (Millennials)

1981-1996

(ages 28-43)

SHARE



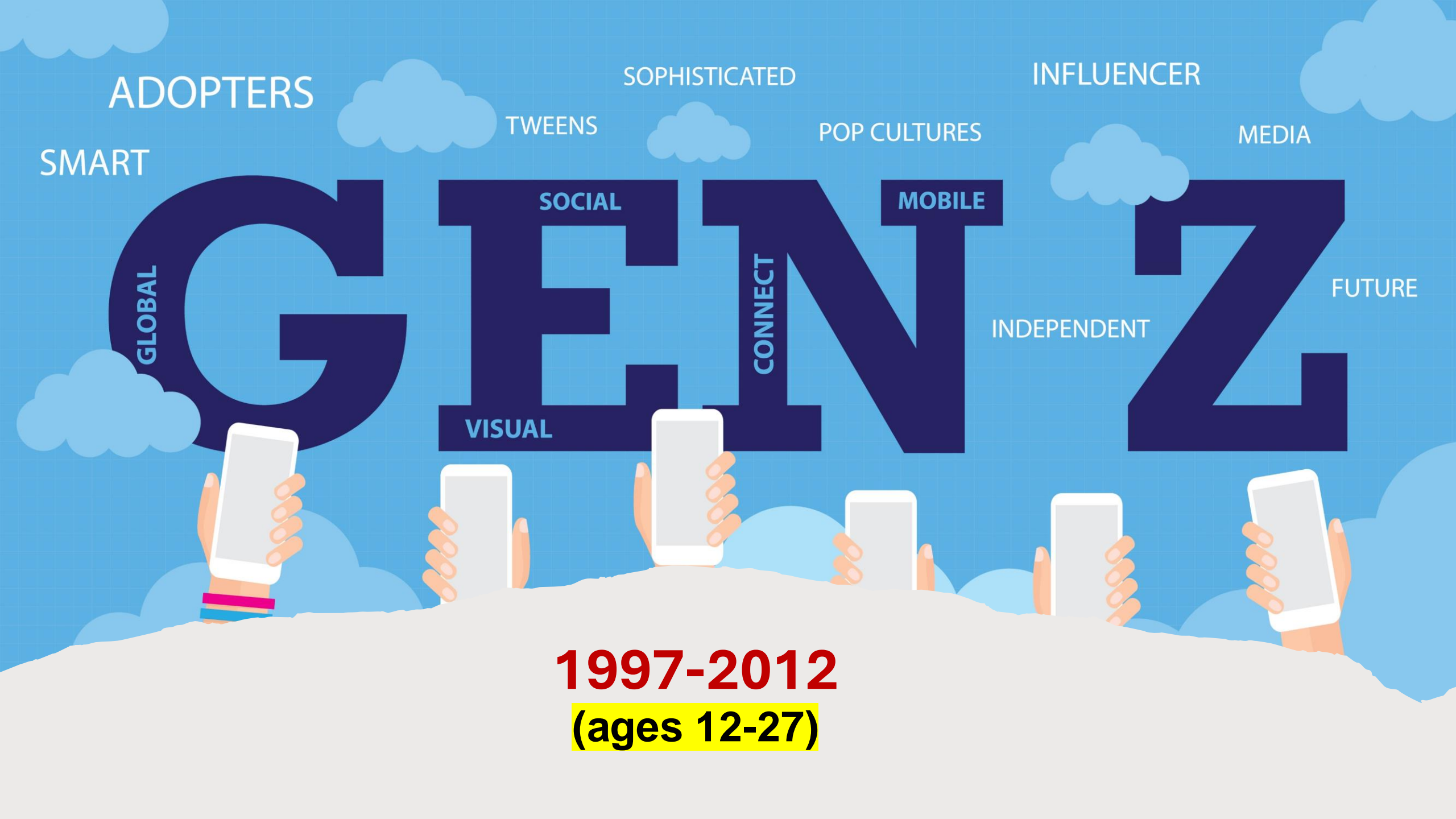


OUR NAME IS THE MILLENNIALS

- Idealistic
- Flexible
- Tech savvy
- Able to integrate work and life balance
- Ambitious
- Highly educated
- Average tenure: 2 years
- Focused on career growth
- Crave change and challenge
- Accept diverse backgrounds easily
- All about marketing and branding
- Desire respect

A rectangular sign with a textured orange background and a black border. The sign is surrounded by a black and orange diagonal striped border. The word "ATTENTION" is written in large, bold, orange capital letters with a black outline, and the word "PLEASE" is written in large, bold, black capital letters with a black outline.

ATTENTION
PLEASE

An illustration featuring the word 'GEN Z' in large, dark blue, blocky letters. The background is a light blue sky with stylized white clouds. Various terms associated with the generation are scattered around the letters: 'ADOPTERS' and 'SMART' are to the left of the 'G'; 'TWEENS', 'SOPHISTICATED', 'POP CULTURES', 'INFLUENCER', and 'MEDIA' are above the 'E' and 'N'; 'FUTURE' is to the right of the 'Z'. Inside or near the letters are the words 'GLOBAL' (vertical inside the 'G'), 'SOCIAL' (horizontal inside the 'E'), 'CONNECT' (vertical inside the 'N'), 'MOBILE' (horizontal inside the 'T'), 'VISUAL' (horizontal below the 'E'), and 'INDEPENDENT' (horizontal below the 'N'). At the bottom, a grey, cloud-like shape represents the ground, from which five hands emerge, each holding a white smartphone. The hands are of different skin tones, and one hand on the left has a pink and blue wristband.

ADOPTERS
SMART
GLOBAL
TWEENS
SOPHISTICATED
POP CULTURES
INFLUENCER
MEDIA
FUTURE
SOCIAL
CONNECT
MOBILE
VISUAL
INDEPENDENT

GEN Z

1997-2012
(ages 12-27)



- **Multicultural**
- **Tech/digital native**
- **Entrepreneurial**
- **Able to multitask**
- **Independent**
- **Average tenure: TBD**
- **Focused on learning with purpose**
- **Social / emotional connection to work they do**
- **Desire clarity**
- **Content without social interaction**

PURPOSE



Navigating Generations

1

Listen to
Understand
& Accept

2

Honor
Beliefs &
Experience

3

Empower
to Decide

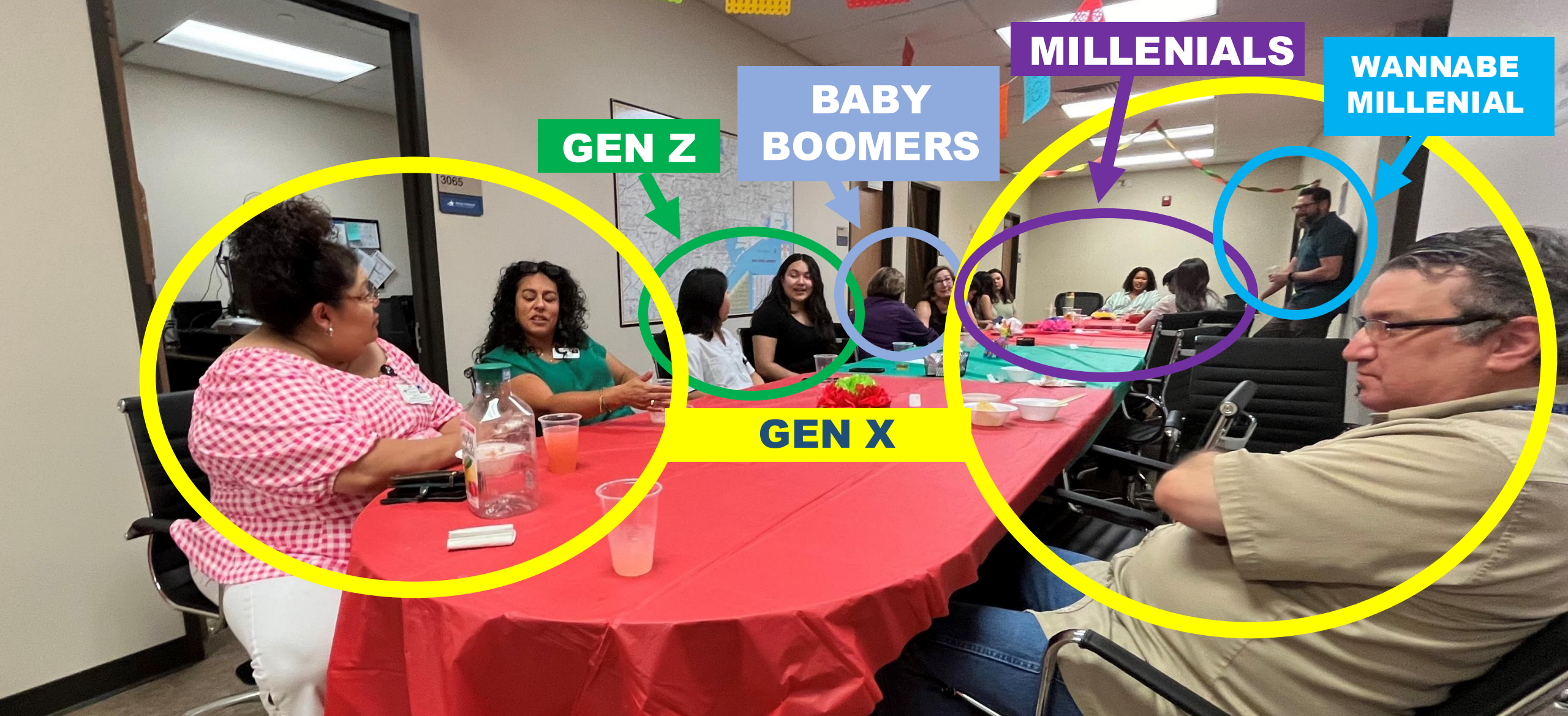
4

Be
Intentional

5

Collaborate
Collaborate
Collaborate!

Open Mindset



A Real-life Scenario

REFLECTIONS

REFLECTIONS

Contact Us



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**Scan for
Access to
Presentation**