

Generational Differences in the Workplace and Community

Discussion Guide

Note: This discussion is ideally suited for groups of 10 or more. Supplies Needed: Flip Chart Pads and markers

1. Divide the group into smaller teams according to the generations they represent.

Traditionalists – born between 1929-1945

Baby Boomers – born between 1946-1964

Generation X – born between 1965-1980

Millennials – born between 1981-2000

Generation Z – born between 2001-2020

Each team will have 5-10 minutes to list the top 5 strengths and weaknesses that represents their generation. Post the strengths and weaknesses on flip chart paper and post on the wall. Report back to the entire group.

2. Next, have each generation use the flipchart paper to design their ideal work environment (5-10 minutes). After groups share their designs, discuss the following questions:
 - What are the similarities?
 - What are the differences?
 - What compromises might have to be made in order to achieve a harmonious workplace?
3. Optional Activity: Break up into teams representing each of the generations. Ask each team to discuss the following questions (10-15 minutes):
 - What was one thing you heard from the presentations about strengths and weaknesses that seem to be common among several of the generational groups?
 - What is one characteristic presented by another generation that surprised you?
 - What is one stereotype about your generation that you would like to dispel?