

# CHEAT SHEET

EMPLOYEE NEEDS BASED ON THEIR GENERATION

## TRADITIONALISTS (1925 - 1945)

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- PROVIDE SATISFYING WORK AND OPPORTUNITIES TO CONTRIBUTE
- EMPHASIZE STABILITY

## BABY BOOMERS (1946 - 1964)

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- PROVIDE THEM WITH SPECIFIC GOALS AND DEADLINES
- PUT THEM IN MENTOR ROLES
- OFFER COACHING-STYLE FEEDBACK

## GENERATION X (1965 - 1980)

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- GIVE THEM IMMEDIATE FEEDBACK
- PROVIDE FLEXIBLE WORK ARRANGEMENTS AND WORK-LIFE BALANCE
- EXTEND OPPORTUNITIES FOR PERSONAL DEVELOPMENT

## MILLENNIALS (1981 - 2000)

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- GET TO KNOW THEM PERSONALLY
- MANAGE BY RESULTS
- BE FLEXIBLE ON THEIR SCHEDULE AND WORK ASSIGNMENTS

## GENERATION Z (2001 - 2020)

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- OFFER OPPORTUNITIES TO WORK ON PROJECTS AT THE SAME TIME
- PROVIDE WORK-LIFE BALANCE
- ALLOW THEM TO BE SELF-DIRECTED AND INDEPENDENT