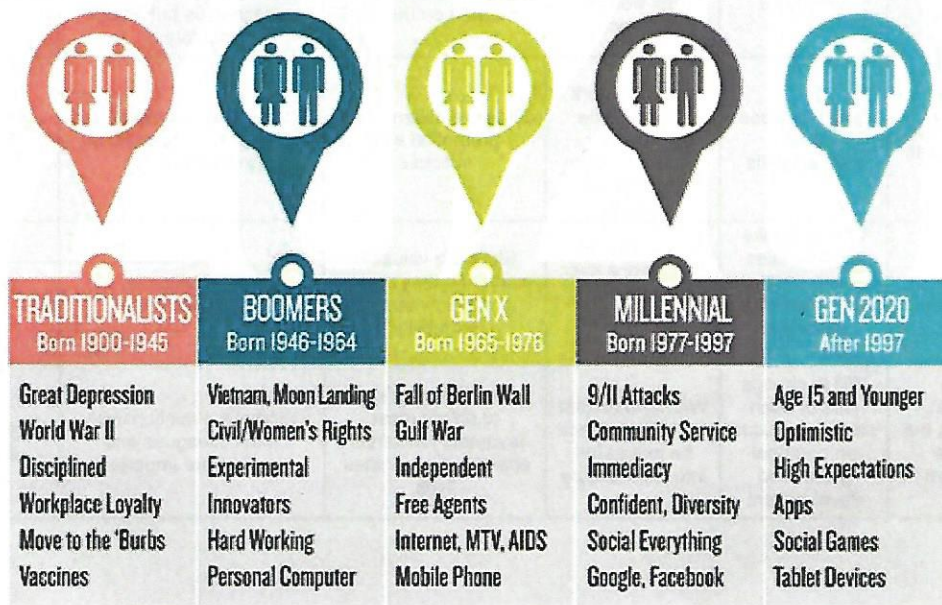


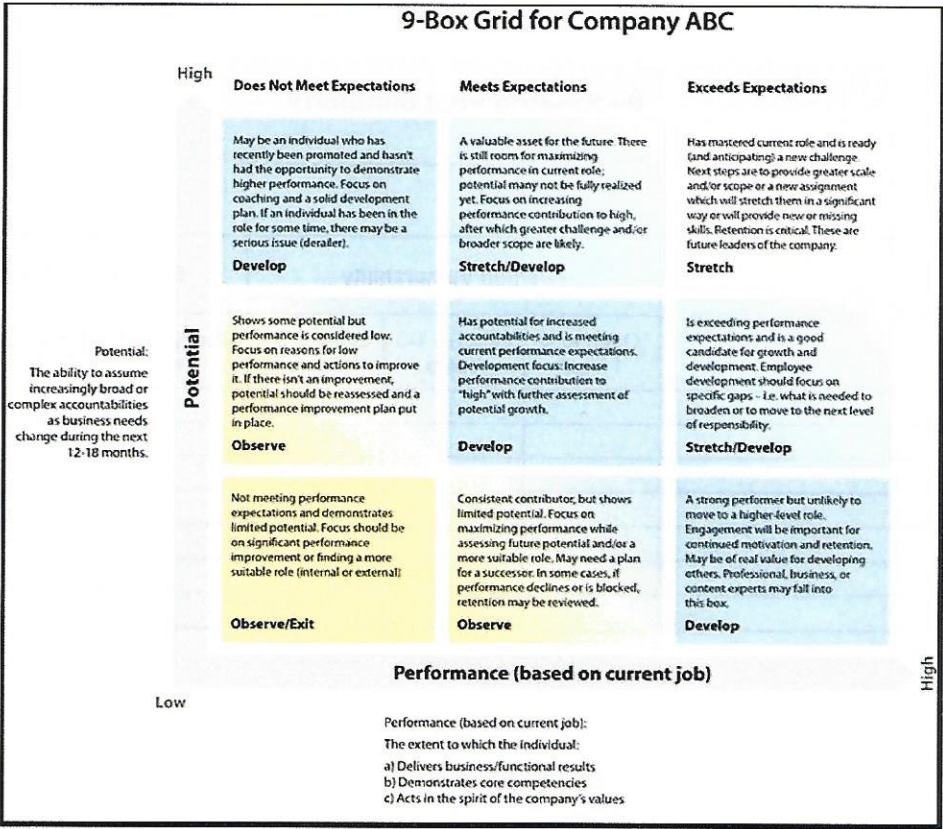
MULTIPLE GENERATIONS @ WORK

Five Generations Working Side by Side in 2020



General Differences In A Multigenerational Workforce

	Authority	Loyalty	Work-Life Balance	Skill Building	Workplace Relationships	Role of Technology
Traditionalist	Seniority and tenure	Very loyal	Don't generally seek work/life balance	Skills can generally be learned on the job	Largely independent and will not prioritize workplace relationships but enjoys mentoring	Technology may make them hesitant or self-conscious
Baby Boomer	Meritocracy and success	Loyal, but less than traditionalists	Will compete/work hard despite potentially negative work-life balance results	Skills are essential for promotion and success	Emphasizes teamwork and believes it is essential for project success	Will view technology as a tool for success but may still feel uneasy
Generation X	Skeptical of authority	Willing to take opportunities with other employers if it advances career goals	Will seek work-life balance even if it means sacrificing productivity	Skills are valuable insofar as they create employment "portability"	Loyal to individuals; not entities	Welcome technological advancements
Generation Y	Tests authority, but seeks mentors	Will to change jobs or even careers to focus on personal growth and development	Will demand that work-life balance be integrated into work culture	Skills allow employee to obtain most favorable job/career opportunities for their lives	Workplace relationships with colleagues and mentors are important	Rely on technology as a means of enhancing job performance



Succession Plan Summary

Organization: _____

Key Position Title	Incumbent Name	Position Vulnerability			Succession Candidate Names		
		Open in < 1 Year	Open in 1-3 Years	Open in 3+ Years	Ready in <1 Year	Ready in 1-3 Years	Ready in 3+ Years