

**KRISTIN SCROGGIN**

# **GENERATION "THEM"**

**NAVIGATING A  
MULTI-GENERATIONAL  
WORKFORCE**



# Generational Start and Stop Dates Will ALWAYS Vary

STRAUSS & HOWE'S  
GENERATIONAL THEORY





# Your Parents Really **DID** Mess You Up!

- Traditionalist – “Children are to be SEEN and not HEARD”
- GenX – “I’m not missing ANYTHING my kids do”





(Michael Hogue / DMN Staff)

# LAWN MOWER PARENTS

constantly clear all  
obstacles from their  
children's paths so they  
never have to deal with  
problems for themselves.



YOU'RE NOT  
THAT SPECIAL!

Kristin Scroggin

It is possible to MENTALLY  
“age up”  
based on your  
childhood experiences.



You may be an outlier if...

- Not raised in the USA from ages 1-12.
- Large family (4+ kids)
- Raised on a Farm/Homestead
- Member of Military or Military Brats
- Single parent household
- Parent in active addiction
- Parent from another country
- A lot of interaction with grandparents
- Small Town



# You Spent A Lot Of Time With Your Grandparents

YOUNG PEOPLE =

Don't grunt when you stand  
up from a chair.

ROCKSTAR = Understand  
how to play the social game  
of the workplace.



# You Grew-Up In A SMALL TOWN

- 31 "Mamas"
- News travels FASTER
- Nobody sued for someone being hard on their child
- YOU WERE HIT WITH A BLOCK OF WOOD!





**Fewer Refiners = Less Polish**

# EVERY GENERATION IS MADE!!!



Millennials: “They always want a participation trophy”. WHO BOUGHT THOSE?

GenZ: “They can’t put down their cell phones.” WHO GAVE THEM THOSE?

GenX: “They’re burnt out and angry all the time”. WHO TOLD THEM TO QUIT WHINING?

Boomers: “They refuse to retire or share information”. WHO TOLD THEM NOT WORKING MADE THEM BAD?

YOUNG PEOPLE ARE  
BUILT FOR A WORLD  
THAT DOES  
NOT  
YET  
EXIST



## Traditionalist 1924-1945

## Baby Boomers 1946-1965

## Generation X 1965-1984

## Millennials 1985-2005

## Generation Alpha 2006-present

1924-1933 - Traditionalist

1934-1945 - Silent

1946-1955 - Baby Boomers

1955-1965 - Flower Children

1965-1977 - Generation X

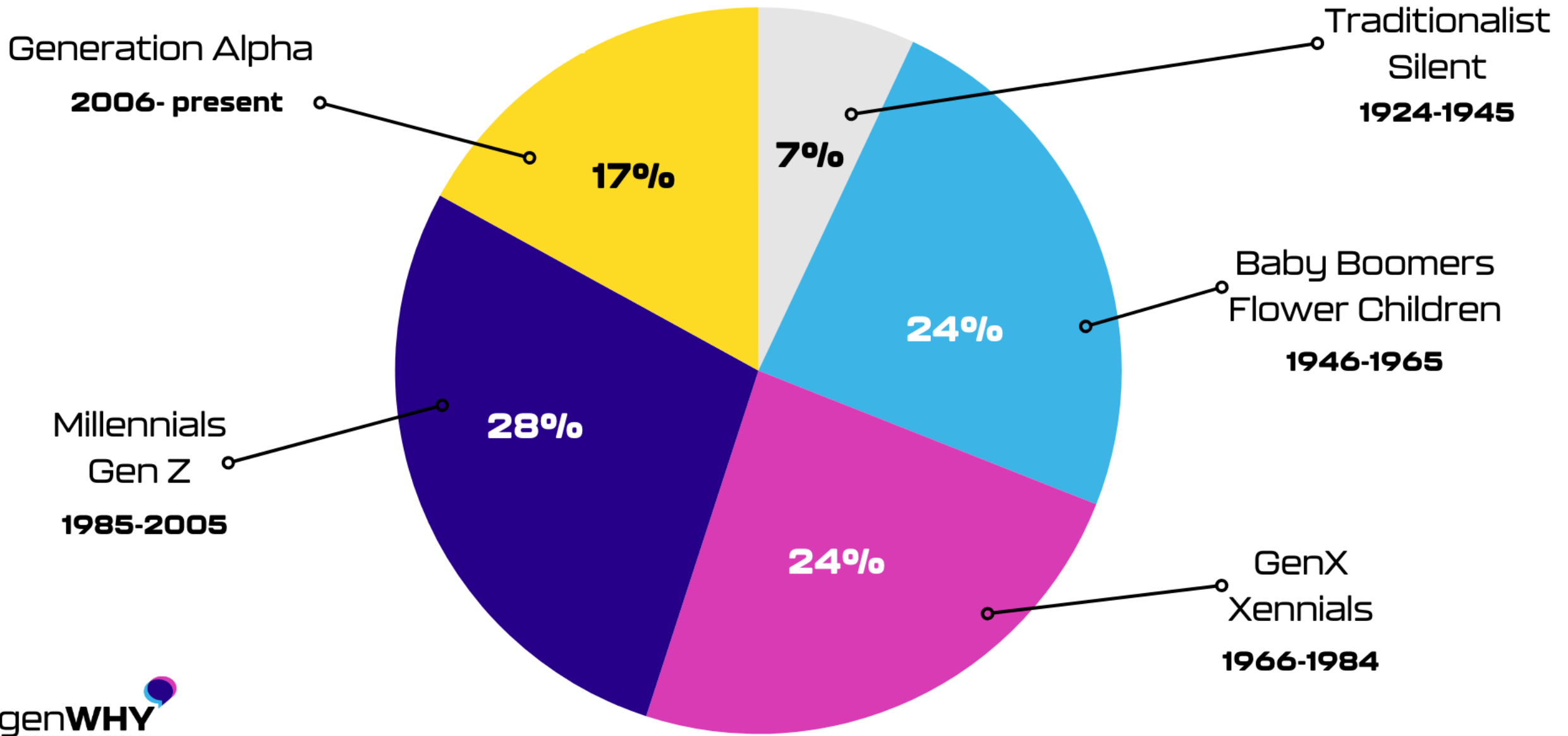
1978-1984 - Xennials

1985-1994 - Millennials

1995-2005 - Gen Z

2006-2019 - Generation Alpha

2020 - Covid Babies, name TBD

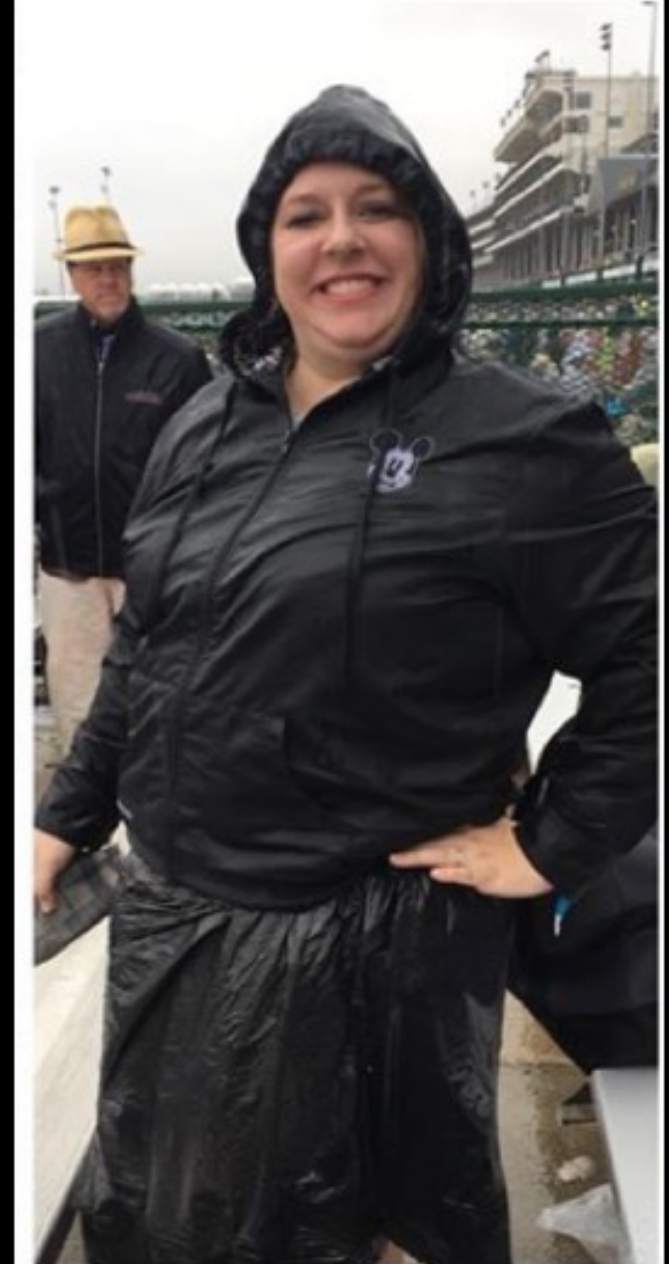


**45%**

of the USA  
is UNDER

**39**



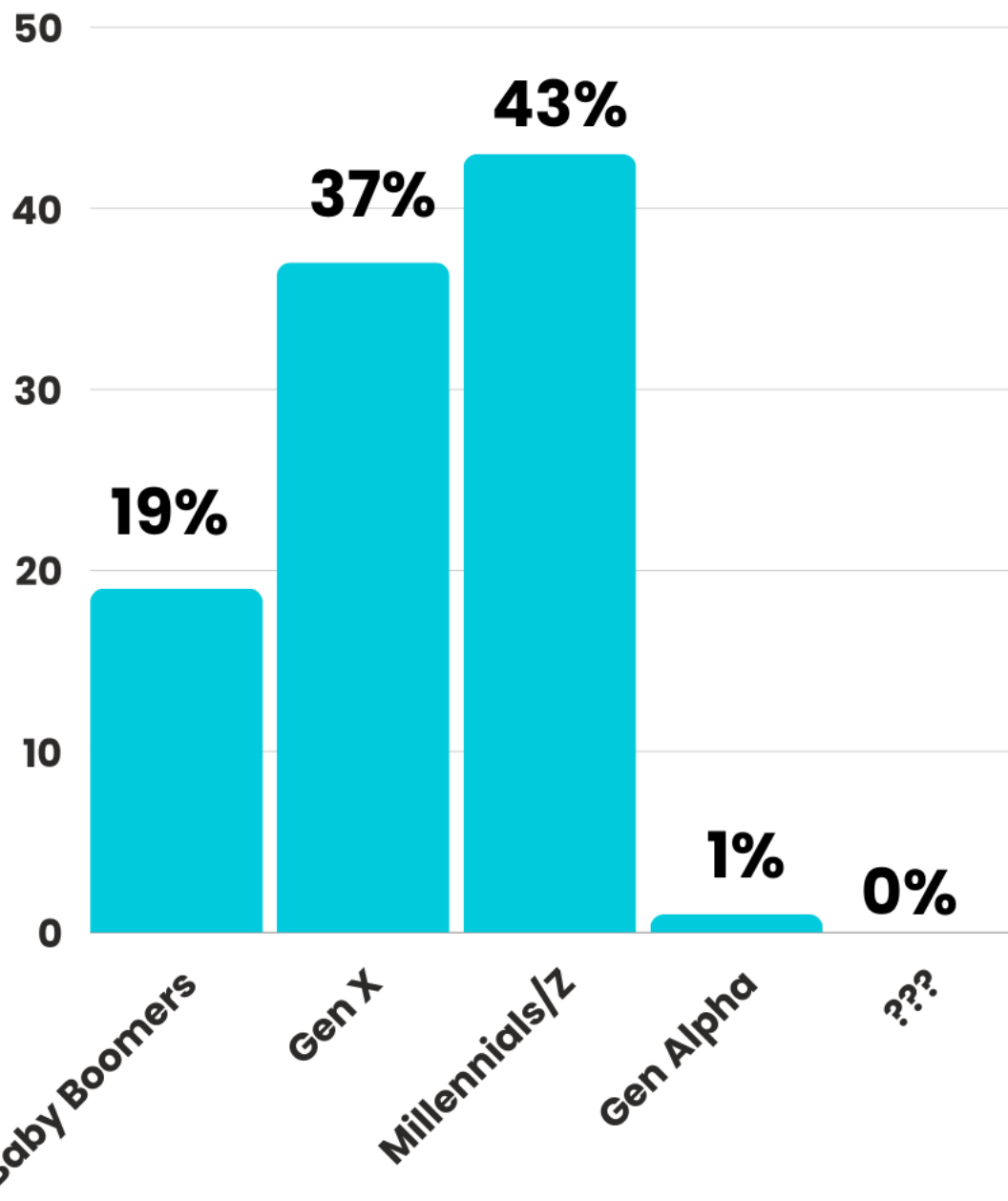


# "I've got a TIP on a HOT HORSE"

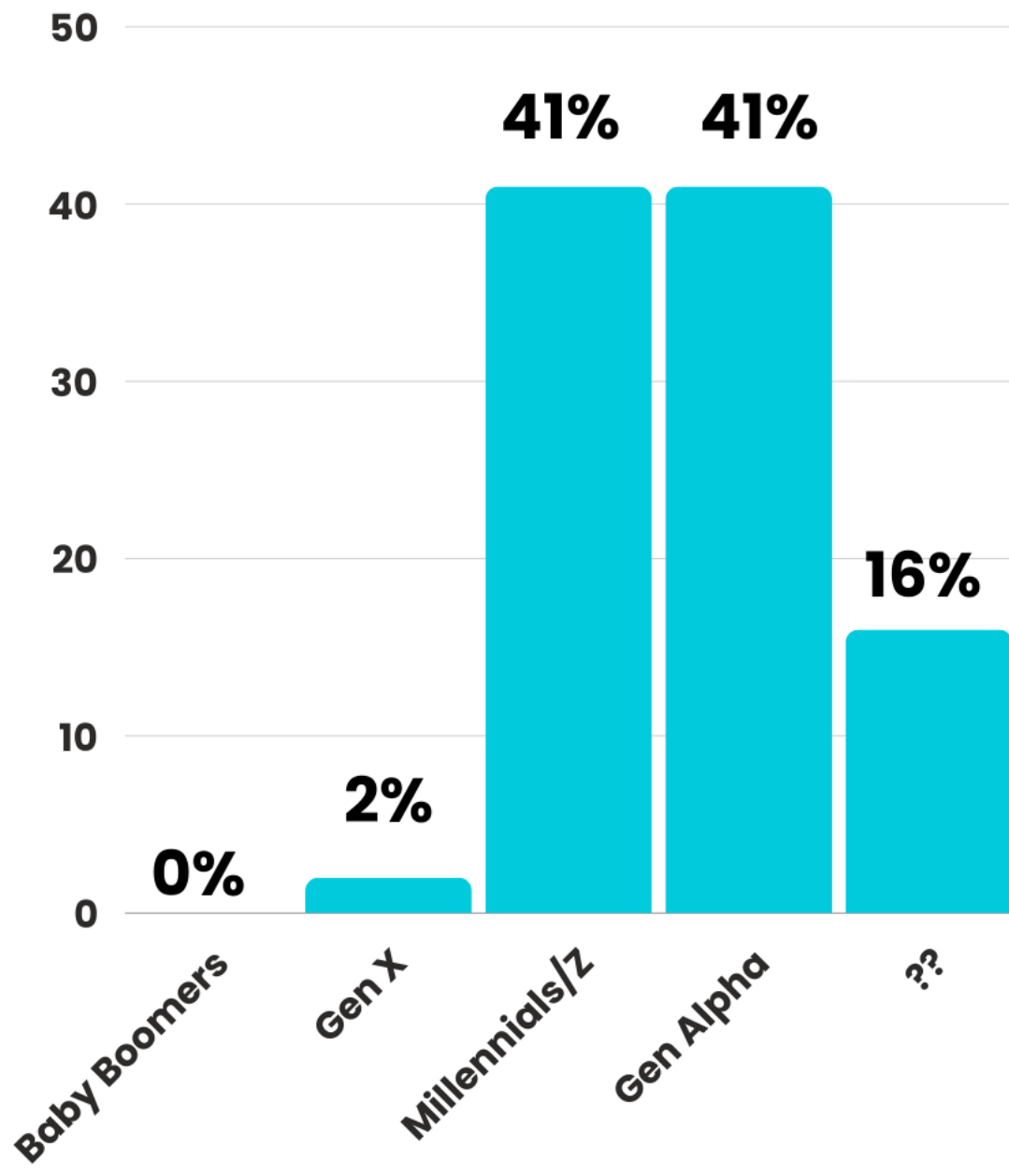
- Gentleman who could tell I was clueless



2020 census



2050 census projections



# TRADITIONALIST

1 SAVE MONEY & FOLLOW RULES

2 WEAR THE UNIFORM OF  
COMPETENCE

3 WE OWN YOU FOR 8 HOURS



# Baby Boomers

1

JOB AND IDENTITY WOVEN  
TOGETHER

2

HOLD ON TO YOUR EXPERTISE  
(SME)

3

BE SOCIAL



# GEN X

1

INDEPENDENT & ANTISOCIAL

2

RETIRING AT 57

3

NO NEWS IS GOOD NEWS



# MILLENNIALS

1 AGILITY & ADAPTABILITY

2 TIME MANAGEMENT ISSUES

3 DEFINE “EXCELLENCE”



## GEN Z

1

SOCIAL PURPOSE DRIVEN

2

CONFLICT RESOLUTION ISSUES

3

MORE RISK AVERSE





## 12 Executive Functioning Skills

- self-restraint
  - working memory
  - emotion control
  - focus
  - task initiation
  - planning/prioritization
- organization
  - time management
  - defining and achieving goals
  - flexibility
  - observation
  - stress tolerance

(Grab your phone and take a picture of this slide)

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and more at:**

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**Kristin@genWHY.com**



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Free  
Handout



EXTRA SLIDES DO NOT USE

LEADERSHIP  
DEVELOPMENT

VS

SUCCESSION PLANNING

Do you have a plan for the  
next 10 years?



