

Engagement by Generations

	Millennials (1980-1996)	Generation X (1965-1979)	Baby boomers (1946-1964)	Traditionalists (1900-1945)
Engaged	28%	30%	31%	38%
Not engaged	55%	50%	49%	47%
Actively disengaged	17%	20%	20%	15%
% currently in the workforce	33%	32%	31%	4%

Baby Boomers: Looking at the Largest Generation – Gallup 1/20/2014

Feedback and Recognition

Millennials	Generation X	Baby Boomers	Traditionalists
Clear expectations, outcomes, and accountability	Immediate gratification	Desire respect	No news is good news; Satisfaction in a job well done

Feedback and Recognition – Effective Strategies

Millennials	Generation X	Baby Boomers	Traditionalists
Frequently via email	Consistently via email	Occasional/regular via face to face	Infrequent via memo

Feedback and Recognition – Rewards

Millennials	Generation X	Baby Boomers	Traditionalists
Awards, certificates, tangible evidence of credibility	Free time, upgraded resources, development opportunities, certificates	Personal appreciation, promotion, and public recognition	Tangible symbols of loyalty, commitment, and service including plaques, certificates

Strengths of Each Generation

Millennials	Generation X	Baby Boomers	Traditionalists
Ideas Fresh perspective	Efficiency Innovation	Leadership Knowledge	History Expertise

Maximizing These Strengths

Millennials	Generation X	Baby Boomers	Traditionalists
Multitasking special projects, place on problem solving task forces, mentored by older workers	Prepare for upcoming leadership through training opportunities	Team building and training others, oversee mentoring, use influence to implement changes	Mentor younger workers, be go-to subject matter experts, create FAQ resources for new employees