

Generations on Teams

Each generation is designed to be smarter and faster than the one before. How does this play out in leadership and on teams?

According to Megan Klem, certified Bridge Builder, each generation has a world view that originates from the era of their upbringing. To leverage generational diversity on your team, explore (vs. label, judge, discriminate) these generalizations and discuss the impact on team performance.

Traditionalists (65 years and up) value loyalty and faith in institutions and so tend to view leadership as hierarchical and autocratic. They want to know their place on a team and are rule followers. They work 8-5.

Boomers (46-64) value title, recognition and money and so tend to want to lead whether they are capable or not. On teams, boomers can compete for authority. They strive 24/7.

Gen Xers (35-45) value freedom and flexibility and so tend to do their part for team success as individual contributors but shy away from leadership roles. They work to live.

Millennials (29 and under) value meaning and community and so tend to succeed or fail together. Leadership is collaborative. They work and live.

For generational presentations or coaching contact Megan Klem at <http://www.linkedin.com/pub/megan-klem/13/50/425>

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