

# BUILDING GENERATIONAL AGILITY

3 Ways Generations must be coached, trained and provided learning and benefits differently

Gen Z (born after 1997)	Gen Y (Born after 1980)	Gen X (Born after 1964)	Boomer (Born after 1946)	Traditionalist (Born after 1928)
<b>View on Work Ethic:</b> Career Focused and willing to invest in learning	<b>View on Work Ethic:</b> Life is SHORT	<b>View on Work Ethic:</b> Work Life Balance a.k.a Choice	<b>View on Work Ethic:</b> Work Ethic = Worth Ethic	<b>View on Work Ethic:</b> Loyal, Career Focused
<b>Train:</b> Digital tools, access on all mobile device and competency based	<b>Train:</b> Hyper Responsible, Learn by Doing, Interactive and Digital Access. Competency based – Career Lattice	<b>Train:</b> Have Amassed Skills – teach them to delegate, coach, and task them to drive learning resources in new LMS grassroots ways	<b>Train:</b> Face to Face, In person, Collaboration and explain WHY to bring big picture into play.	<b>Train:</b> In person, career ladder, years of experience vs. competency.
<b>Motivation:</b> Financial Stability Build & Conserve but with Tech Ability to Create & Collaborate	<b>Motivation:</b> Lifestyle trumps Status “I was part of something amazing!” “I lead, manage, direct, and create_____”	<b>Motivation:</b> Freedom Choice	<b>Motivation:</b> “I am valued”	<b>Motivation:</b> “My work means something and lives or will live beyond me”