Five Generations Working Side by Side in 2020

Each generation brings its own view of the world, which creates both opportunities and threats to businesses. This demands Generational Intelligence!

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TRADITIONALISTS | MULTIPLE GENERATIONS @ WORK SURVEY

- **200 Baby Boomers**
- **369 Generation X**
- **369 Millennials**
- **251 Gen 2020**
- **150 Managers** with five or more direct reports

**OBJECTIVES**

- **LEARN** What makes an employer attractive to each generation
- **UNCOVER** Skills each generation perceives as necessary for the future workplace
- **IDENTIFY** Career and training development methods preferred by each generation
- **SHARE** Predictions how workers’ and managers’ views diverge in the future workplace
- **PROPOSE** Employer recommendations

The ‘Multiple Generations @ Work’ survey of 1189 employees and 150 managers was conducted in 2012 by Penn Schoen Berland for Future Workplace.

**SURVEY DEMOGRAPHICS**

- **200 Baby Boomers**
- **369 Generation X**
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**WORKPLACE FLEXIBILITY TRUMPS SALARY & CAREER PROGRESSION FOR EMPLOYEES**

- Managers underestimate the primary importance of flexible working hours for all workers
- Younger employees also value the opportunity to express their creativity, corporate values that match their own, and employer assistance in paying off student loans

**WORKPLACE FLEXIBILITY IS A VALUED BENEFIT, BUT WORKING FROM HOME IS NOT**

- 47% prefer to find a job where they can primarily work from any location (of their own choosing)
- 45% prefer to find a job where they go to work on-site, away from their homes, with colleagues
- 7% prefer to find a job where they can work from their homes most or all of the time

**WORKPLACE FLEXIBILITY IS A VALUED BENEFIT, BUT ALMOST HALF ARE UNAWARE OF COMPANY POLICY**

- Only 44% of all employees are aware of telecommuting policies offered by their employers

**GENERATIONAL TENSION PERVADES THE WORKPLACE**

- 66% of Millennials agree that “My personal drive can be intimidating to other generations in the workplace.”
- 65% of Millennials cite opportunities for career progression among top three criteria that make an employer attractive

**BOOMER BUMMER: DISENGAGED IN THE WORKPLACE**

- 22% of Boomers are somewhat or very dissatisfied with opportunities for career progression
- Boomers are least likely to think that workplace training provides opportunity to learn new skills

**SATISFACTION WITH CAREER PROGRESSION VARIES BY GENERATION**

- 71% of Millennials are somewhat or very SATISFIED with their opportunities for career progression
- 85% of Generation Xers are somewhat or very DISSATISFIED with their career progression

**ALL GENERATIONS LOOK TO EMPLOYERS FOR LIFE SKILLS TRAINING, NOT JUST FOR CAREER DEVELOPMENT**

- Financial planning was a priority for 23%, foreign language for 15% and health & wellness for 6%

**MORE GEN XERS THAN BOOMERS EXPECT TO WORK UNTIL AGE 70**

- 85% of Generation Xers – more than any generation – agree that they will work until age 70
- 78% of Boomers agree that they will be working until age 70

**MILLENNIALS/GEN 2020 DIVERGE IN COMMUNICATION AND LEARNING APPROACHES**

- To communicate, they predict more use of video conferencing, texting and internal social networking
- To learn, they most value mentoring, formal classroom, tuition reimbursement, and peer collaboration

**MANAGERS RECOMMEND 9 KEY SKILLS FOR THE WORKPLACE OF THE FUTURE**

- Leadership Development
- Managing Change
- Workplace Technology Skills
- Critical Thinking
- Innovation and Creativity
- Oral Communication
- Business Acumen
- Data Analytics
- Global Mindset

Want to address these trends NOW to better leverage your multi-generational workforce? Contact us to learn more about Future Workplace’s BUILDING GENERATIONAL IQ™ workshop.

info@futureworkplace.com