

MULTIPLE GENERATIONS @ WORK



TRADITIONALISTS Pre-1945

Experienced:
Great Depression, WWI and II, GI Bill

Work is:
An obligation

Aspiration:
Home ownership

Changing Jobs:
Stay for life

Career Paths:
Slow and steady

BOOMERS 1946-1965

Experienced:
Television, Moon Landing, Watergate, Vietnam War

Work is:
Expected

Aspiration:
Job security

Changing Jobs:
Loyal to employer, connecting to values

Career Paths:
Upward mobility

GEN X 1966-1977

Experienced:
MTV, Nintendo, PC's

Work is:
A difficult challenge

Aspiration:
Work-life balance; independence

Changing Jobs:
If necessary for compensation

Career Paths:
Need to know options now

MILLENNIAL 1978-1995

Experienced:
Natural disasters, diversity, mobile technology

Work is:
A means to an end

Aspiration:
Freedom and flexibility

Changing Jobs:
Is expected

Career Paths:
Switch frequently and fast

GEN 2020 After 1995

Experienced:
Economic downturn, Global Warming

Work is:
Constantly evolving

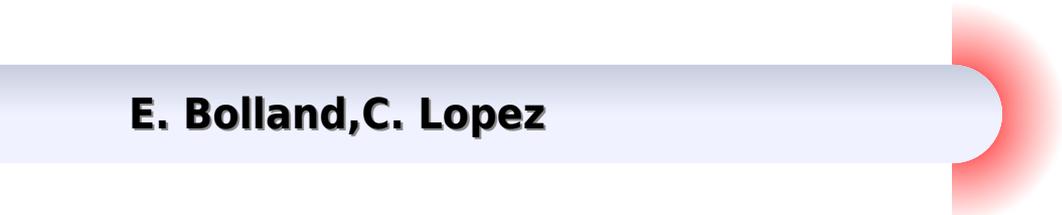
Aspiration:
Structure and stability

Changing Jobs:
Constantly

Career Paths:
Career "multitaskers"

Generations And Work

E. Bolland, C. Lopez



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