MULTIPLE GENERATIONS @ WORK











TRADITIONALISTS Pre-1945

Experienced: Great Depression, WWI and It, 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

GENX 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: Consistantly evolving

Aspiration: Structure and stability

Changing Jobs: Constantly

Career "multitaskers"

Generations And Work

Thomas Griffiths



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