

## How do four generations fit in one workplace?

### **This month's tip bridges the gap:**



From Baby Boomers to Gen Xers, four generations now fill the workforce and with this mixed make-up comes communication differences. With retaining employees an ongoing issue, the workplace needs to be an environment where everyone can thrive, whether they grew up watching "Leave it to Beaver" or "The Simpsons."

So who are these four generations of employees?

**Traditional Team:** Growing up during the Great Depression, they seek stability and security and are loyal to employers.

**Baby Boomers:** Workaholics to the core, Boomers are now looking to strike a better balance of work/family. They had to work hard to climb the corporate ladder and that has left them ambitious.

**Generation X:** Members of this group started their careers during economic change and they rely on their tech-savvy skills to stay competitive in the workforce. Many grew up with divorced parents and had to become self-sufficient.

**Generation Y:** With the world at their fingertips, Gen Yers grew up in the digital age, prompting many to be socially and environmentally conscious.

Four generations, four ways to talk. Employers can focus on five tips to keep the lines of communication open.

1. **Workforce awareness.** Stay on top of how the mix of generations will be changing over years, even decades.
2. **Knowledge is power.** Make sure employees, including managers, see the differences among generations as a strength and how diversity benefits the business.
3. **Talk, talk, talk.** Allow generational differences to be out in the open. Let workers share their experiences in a safe environment.
4. **Top to bottom.** Employers and management should set a good example by modeling respect and understanding.

5. **Think outside the box.** Look at incentive packages and benefit programs with a creative eye. Employers should have multiple packages for various generations. “One benefits package fits all” no longer applies.

*This month’s tip was adapted from an article by Melissa Proffitt Reese and Tiffany A. Sharpley as it appeared online at Inside Indiana Business.*

**Are you having communication problems?** In real-time, we are ready to discuss your immediate concerns or issues to help you create a path of success for your personal and professional life. Contact us today and schedule an “**On Demand**” 45-minute coaching session.



**Myth:** Worrying prepares you for the worst in life.

Why worry about worrying? Well, for starters, what we worry about often doesn’t come true at all and the energy we waste thinking about it just cuts into our daily lives.

So pessimists take note. The process of worrying can cause more damage than what you are fretting about. You can decide to live free from the reins of worry. Here are some consequences that might help change your mind.

- **PHYSICAL EFFECTS** – The power of the mind is evident when anxiety leads to upset stomachs, sweaty palms and headaches.
- **A WASTE OF TIME** – Worrying takes time and effort that could be better spent on other things, like working toward long-term goals, dreams and ambitions.
- **FEAR** – Worrywarts are in a place of panic. That sense of foreboding just leads them away from their spot of success, happiness and laughter.
- **SELF-DOUBT** – Agonizing over and over again sends worriers on a spiral of negativity. A pessimistic attitude simply diminishes self-esteem.

Worrying is a learned behavior, a bad habit, which means it can be turned around. Just like worrying takes practice, so does breaking the habit.

*This month’s Squash the Myth was adapted from Paul J. Meyer’s article “Making the Choice not to Worry” as it appeared in Success magazine.*

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***"Tell me and I forget. Teach me and I remember. Involve me and I learn."***

***– Benjamin Franklin***