



Five Generations in the Workplace

[The Complete Leader](#)



How Generational Stereotypes Hold Us Back in the Work

[Leah Georges](#)



5 Generations



Generation	Silent	Baby Boomers	Generation X	Millennials	Generation X
Born	1925 – 1945	1946 – 1964	1965 – 1980	1982 – 1995	1996 – 2009
Parenting & Childhood	Strong nuclear families	Larger classrooms; more competition. Freedom, optimism	Latchkey kids.	Participation Trophies. Video games and systems.	Constantly exposed to media. Almost everything has a digital equivalent.
Leadership	Command and control style influenced by strong military Associations.	Accept poor management and positional leadership. Competitive and value face time.	Prefer leadership styles that are comparatively more autocratic, directive, task-oriented, and transactional	Prefer leadership styles that are democratic, participative, relationship-oriented, and transformational.	View the internet as the authority. Prefer coaching style leadership. Expect positive feedback. Enjoy being on location.
Early Communication	Letter/memo. Prefer one on one	Telephone/email Used touch tone phones-call anytime. Just fax it to me. Enjoy face-to-face.	Email/Text Used cell phone early. Caller ID/Voice Recorders. Call me only at work. (work/life balance)	Text/social media/Smart Phones (iPhone)/apps. More comfortable with digital communication.	Smartphones/ Apps/Snapchat/ Video/use images and symbols. Prefer face-toface.

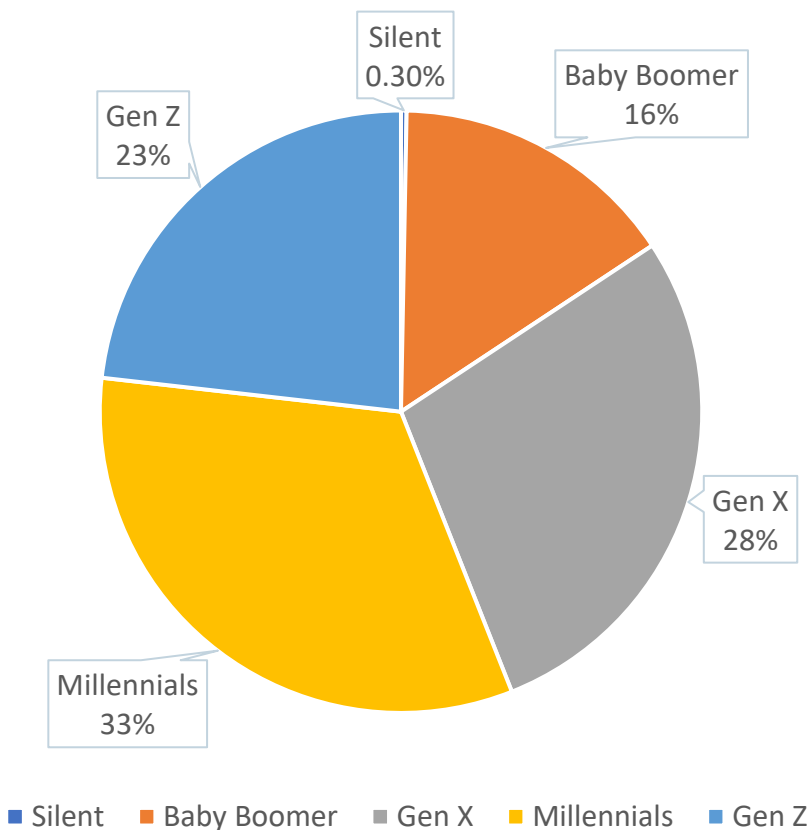
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Born	1925 – 1945	1946 – 1964	1965 – 1980	1982 – 1995	1996 – 2009
Work Expectations	Good Supportive Manager, Job Satisfaction, Rapport with Colleagues, Caring environment, Job Fulfillment	Job satisfaction, Results-Oriented, Supportive Team, Good Rapport with Colleagues, Self-actualization	Job Satisfaction, Work/Life Balance, Flexibility, Independence, Feedback, and Appreciation, Supportive Manager	Technology, Diversity, Growth Opportunities, Career Development, Connection to Purpose, Active Involvement	Technology, Diversity, Flexible Hours, Independence, Social Responsibility, Authenticity, Acceptance
Meeting Preferences	Enjoy Face to Face, Appreciate Traditions, Like Order	Happy with face-to-face meetings, Love seeing people, shaking hands, Collaboration	Practical, Organized meetings, Value Productivity, Opportunities for Career Growth	Spontaneous, Enjoy Group Discussions, Interactive Activities, On-the-go meals	Optics (social media options) are important, don't care for paper, Shorter Attention Span

Compass Group USA

Generations at Compass Group

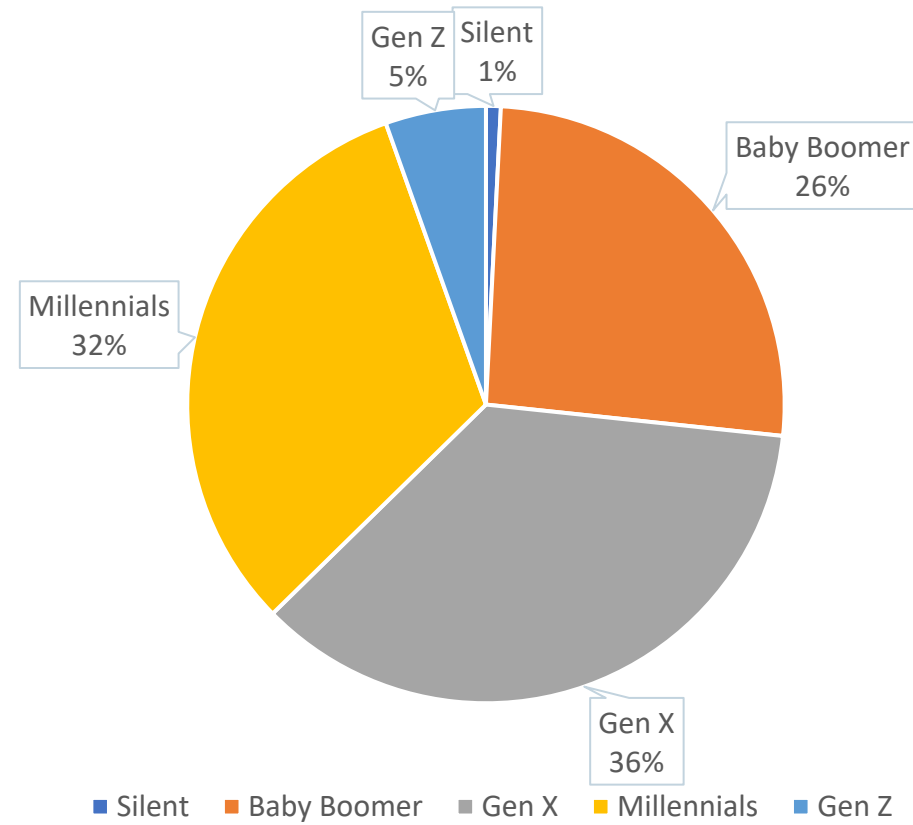


Generation	Compass Group Total	Generation Total
Silent	281,381	838
Baby Boomer	281,381	43,380
Gen X	281,381	65,406
Millennials	281,381	79,598
Gen Z	281,381	92,159

FY24 P6 Associate Headcount – 281,381

Compass Group USA

Generations in the Great Lakes Region



Generation	Compass Group Total	Generation Total
Silent	2,991	24
Baby Boomer	2,991	774
Gen X	2,991	1,076
Millennials	2,991	954
Gen Z	2,991	163

FY24 P6 Great Lakes Region Associate Headcount – 2,991

Source: Visier.com