



Generational Differences at Workplace



Insights into your workforce



Baby Boomers
1946 - 1964



Gen X
1964 - 1980



Gen Y (Millennials)
1980 - 1996



Gen Z
1996 - 2005

Professional traits



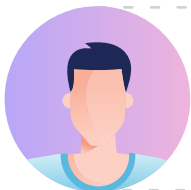
Motivated, driven and optimistic; have earned the title of 'Workaholics'.



Cooperative, goal-focused and creative. Enjoys challenges.



Socially aware, adaptable, independent and tech-savvy.



Innovative, experimental, entrepreneurial, restless and tech-dependent.

What they value at workplace



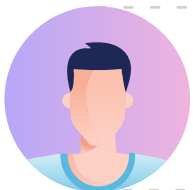
Recognition, titles, and personal success.



Creative freedom and flexibility.



Growth, learning, and development opportunities.



Broad scope of learning, growth, and innovation.

Ideal type of feedback



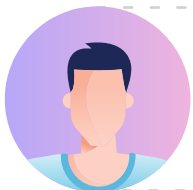
Focus feedback on planning and long-term goals.



Give straightforward feedback challenging their work.



Open to constructive criticism and quick, honest feedback.



Provide continuous, quick, and crisp feedback.

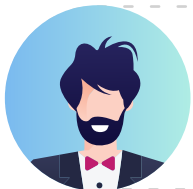
Preferred team dynamics



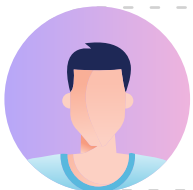
Used to working in groups.



Prefer working alone or in smaller groups.



Are good working both in teams and individually.



Prefer working in diverse groups.

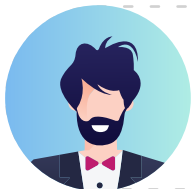
Mode of communication



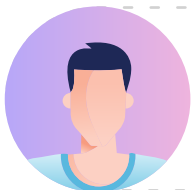
Face-to-face, phone calls.



Email, phone calls.



IM apps, SMS, phone calls.



Social media, SMS, IM apps.

Turnover



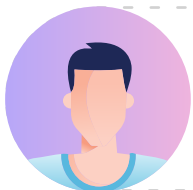
Spend their life at one or maybe two organizations.



Prefer to change companies based on personal interests.



Currently the highest in job turnover.



Prefer to change if not challenged; similar to millennials.

Current number at workforce



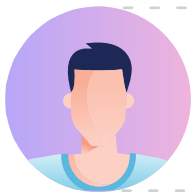
Were once the highest. Now, about 75 million are nearing retirement age.



They are less in number than the previous and following generations.



They are the highest in today's workforce.



Youngest and growing workforce, next highest after millennials & baby boomers.



Crafted to build a happier workforce

Zoho.com/people

Contact us:

