



UNDERSTANDING GENERATIONAL DIFFERENCES

IN TODAY'S WORKFORCE



TECHNOLOGY

GEN X (1965-1980)

- Value balance of tech and human interaction
- Cautiously share personal information, i.e. in systems like benefits, payroll, etc.

MILLENNIALS (1981-1996)

- Value tech's ability to simplify and streamline processes, i.e. onboarding or time-tracking
- Appreciate mobile apps for easy access

GEN Z (1997-2012)

- More likely to embrace cutting edge tech, such as AI, in the workplace
- Prefer tech that promotes collaboration and flexibility



COMMITMENT/ LOYALTY

- Average tenure with single employer: 5-10 years

- Average tenure with single employer: 3-5 years

- Average tenure with single employer: 1-3 years



HOW TO SUPPORT & RETAIN

- Reward financially when possible
- Provide recognition for contributions and effort

- Regularly share and request feedback
- Involve in company culture building activities

- Provide opportunities for meaningful work
- Develop clear career paths for advancement