Work & Life Balance Across the Generations

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Objectives

• Gain perspectives on different generations
• Identify motivations and needs of different age groups
• Examine work and life balance across the generations
• Discover ways to impart more balance on employees and yourselves

• WIIFM and BLUF…
  • Small changes can make a big difference in our professional and personal lives!

My Story

Gener-who?
Identity Crisis?
- Digitals
- iGen
- Selfies
- Tweenials
- Hashtagers
- Homelanders
- Evernets
- Plurals
- Globalists
- 20firsters
- GenWe
- Netgen
- Beliebers
- Generation Z

Career Goals
- Traditionalists... “Build a legacy.”
- Baby Boomers... “Build a stellar career.”
- Generation Xers... “Build a portable career.”
- Millennials... “Build parallel careers.”
• 2006 survey of final-year medical residents, “lifestyle” ranked the highest priority in looking for a job.

• Recently, 63% ranked the “availability of free time” as a significant concern in their first job (up 13% from a survey done several years ago).

Workplace
• Traditionalists... “Chain of command.”
• Baby Boomers... “Change of command.”
• Generation Xers... “Self command.”
• Millennials... “Don’t command...collaborate.”

Rewards & Recognition
• Traditionalists... “The satisfaction of a job well done.”
• Baby Boomers... “Money, title, recognition, the corner office.”
• Generation Xers... “Freedom is the ultimate reward.”
• Millennials... “Work that has meaning for me.”

Changing Jobs
• Traditionalists... “Job changing carries a stigma.”
• Baby Boomers... “Job changing puts you behind.”
• Generation Xers... “Job changing is necessary.”
• Millennials... “Job changing is part of my daily routine.”
Feedback

• Traditionalists... “No news is good news.”
• Baby Boomers... “Feedback once a year with lots of documentation.”
• Generation Xers... “Sorry to interrupt, but how am I doing?”
• Millennials... “Feedback whenever I want it at the push of a button.”

“F” Word (aka ‘Fun at Work’)

• Traditionalists... “I’ve had to fight for this job. I don’t have time for fun at work!”
• Baby Boomers... Same as Traditionalist
• Generation Xers... “All work and no play makes Jack a dull boy!”
• Millennials... Same as Gen Xers

Retirement

• Traditionalists... “Reward.”
• Baby Boomers... “Retool.”
• Generation Xers... “Renew.”
• Millennials... “Recycle.”

Communication

Our four generation workforce provides challenges

- Seniors (b. 1920-1945)
- Baby Boomers (b. 1946-1965)
- Gen Xers (b. 1966-1979)
- Gen Yers (b. 1980-2000)
Handling Information

• Traditionalists... “Send it 8-1/2 x 11 so I can print it.”
• Baby Boomers... “Email it so I can save it on my desktop.”
• Generation Xers... “Put it in Dropbox.”
• Millennials... “Is there a video I can watch?”

View on Balance

• Traditionalists... Work hard to maintain job security. “Support me in shifting the balance.”
• Baby Boomers... Work hard to stay on career track. “Help me balance everyone else and find meaning myself.”
• Generation Xers... Work to live. “Give me balance now, not when I’m 65!”
• Millennials... “Work isn’t everything; I need flexibility so I can balance all my activities.”

Case Study

• Dan – Silent Gen/Baby Boomer
  ▫ Does all work at the office
  ▫ Leaves his phone in the car
  ▫ Wants documents printed
  ▫ Needs training around emails and other technology
  ▫ Asked if he would be considered for a raise after a year
  ▫ Wants to be given solutions

• Casey – Gen Z
  ▫ Assumed he could work from home occasionally
  ▫ ALWAYS has his phone
  ▫ Wants documents saved in Google Drive
  ▫ Teaches us how to use technology
  ▫ Asked for a raise after 2 months
  ▫ Wants to be part of the solution

Link to the future
Key to the past
What is work and life balance?

- Prioritizing between your career and the rest of your life in order to reduce or minimize stress

Where did all this buzz about work and life balance come from anyway?

- “Work–life balance” was first used in the United Kingdom in the late 1970s. In the U.S., this phrase was first used in 1986.
- Technology
- Keeping up with the Joneses
- Most parents with young children work
- What else?
World’s Happiest Country in 2017…Norway

- Happiness differs considerably across employment status, job type, and industry sectors
- People in well-paid roles are happier, but money is only one predictive measure of happiness
- “Work-life balance”, job variety and the level of autonomy are other significant drivers,” said Jan-Emmanuel De Neve, a professor at the University of Oxford’s Said Business School

Where do gens disagree & agree?

- Is it okay to answer a work email during dinner?
  - 22% of baby boomers say yes
  - 52% of millennials say yes
- What can have the most negative impact on an employee’s work-life balance?
  - Bad bosses
    - 70% of baby boomers
    - 51% of millennials
  - Incompetent colleagues
    - 39% of baby boomers
    - 29% of millennials

Where do generations agree?

- Employees and employers: 31% and 12% respectively believe that leaving work behind and spending time with family is important.
- The top reasons employees are unhappy:
  - 31%: Career and job;
  - 26%: Work-life balance;
  - 23%: Relationship with boss;
  - 18%: Work environment;
  - 15%: Pay and benefits;
  - 6%: General satisfaction.

(Bar chart showing the percentages of employees unhappy for various reasons)
W/L Balance Tips for Employers & Managers

- Flexibility
- Mentorship opportunities
- Coach employees to seek help when they need it
- Implement workplace wellness programs
- Continuous training
- Rethink meetings
- Create guardrails around emails, phone calls, texts and other communication
- Ability to telecommute, define their work schedule and take time off
- Opportunities for career advancement
- Encourage employees to take breaks and vacations
- Access to latest technology
- Fostering a team environment
- Recognition for excellent work
- Competitive compensation and good benefits
- Be a good example
References & Additional Reading

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