

ONBOARDING GEN Y

ATTRACT  RETAIN  EXCEL

Generational Chart

Generation	Traditionalist	Baby Boomer	Gen X	Gen Y
Years Born	1900 - 1945	1946 - 1964	1965 - 1980	1981 - 1999
Range	(45 years)	(18 years)	(15 years)	(18 years)
Age Now	64 - 109	45 - 63	29 - 44	10 - 28
Population	~ 75 million	~80 million	~46 million	~76 million
Key Words	Loyal, Disciplined	Optimistic, Competitive	Skeptical, Independent	Confident, Realistic (sort of)
Career Goals	Build a legacy	Build a stellar career	Build a portable career	Build parallel career
Management Style	Chain of command	Change of command	Self Command	Don't command - collaborate
Rewards	The satisfaction of a job well done	Money, title, recognition, the corner office . . .	Freedom is the ultimate reward	Work that has meaning for me
Work/Life Balance	Support me in shifting the balance	Help me in balancing everyone else and find meaning myself	Give me balance now, not when I'm sixty-five!	Work isn't everything; I need flexibility so I can balance all my activities.
Retirement	Reward	Retool	Renew	Recycle
Job Changing	. . . carries a stigma	. . . puts you behind	. . . is necessary	. . . is part of my daily routine
Feedback	No news is good news	Feedback once a year with lots of documentation	Sorry to interrupt, but how am I doing?	Feedback, whenever I want it at the push of a button
Training	I learned the hard way, you can too	Train 'em too much and they'll leave	The more they learn, the more they stay	Continuous learning is a way of life

Compiled from "When Generations Collide" by Lynne Lancaster & David Stillman