

Workforce Through the Ages – A Timeline Perspective

	Traditionalists	Baby Boomers	Generation Xers	Millennials
Born between	1900 – 1945	1946 – 1964	1965 – 1980	1981 – 1999
Estimated population	48 million	76 million	50 million	80-90 million
Significant Milestones	<ul style="list-style-type: none"> • Great Depression • WW I & II • Telephone 	<ul style="list-style-type: none"> • Cold War • Television 	<ul style="list-style-type: none"> • Cold War Ends • Technology 	<ul style="list-style-type: none"> • Terrorism – Oklahoma City, Columbine, 911 • Wireless Flat World
TV Families	The Cleavers	The Brady Bunch	The Cosby's	The Simpsons
What they bring to work	Metal lunch box	Leather briefcase	Cell phone and lap top computer	iPhone
Career Goals*	<ul style="list-style-type: none"> • Legacy Career • Loyal to a fault • One company for life 	<ul style="list-style-type: none"> • Stellar Career • Where am I headed? 	<ul style="list-style-type: none"> • Portable Career • Portfolio of skills and experience that are transferable 	<ul style="list-style-type: none"> • Parallel Career • Multi-tasking, multi-career paths
Managing Work/Life*	Support me in shifting the balance	Help me balance everyone else and find meaning myself	Give me balance now, not when I'm sixty-five	Work isn't everything; flexibility to balance my activities is
Workplace Feedback*	No news is good news	Once a year with lots of documentation	Sorry to interrupt, but how am I doing?	Feedback whenever I want it at a push of a button

*Source: When Generations Collide at Work Quiz, Lynne C. Lancaster and David Stillman