

5 Generations in the Workforce

Keys to Engagement



Silent Generation *Born 1928-1945*

Respect their experience and institutional knowledge and make space for them to share their wisdom.

Baby Boomers *Born 1946-1964*

They value consensus. Involve this group in decision-making.

Gen X *Born 1965-1980*

Flexible, self-directed, independent, and highly entrepreneurial. Tap into their creativity and drive.

Millennials *Born 1981-1996*

Super connected—to each other and the world at large. Help them understand how their work impacts the organization and society.

Gen Z *Born 1997-2012*

They are resilient and entrepreneurial. Leverage their passion.

Sources

Age Range by Generation. (2020, December 18). Retrieved from <https://www.beresfordresearch.com/age-range-by-generation/>

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