GENERATION GAP AMONG CO-WORKERS

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The generation gap is the difference of outlook, opinions, beliefs, skills, attitudes, and behaviors among the older generations and the younger generations. In other words, generation gap is the age gap between each generation. While the generation gap has been prevalent throughout all periods of history, it has only grown more prevalent in recent years.

Generation gaps are very evident in today’s workplace as seniors tend to work beyond the traditional age for retirement. Sometimes a workplace may have Baby Boomers (1946-1964), Generation Xers (1965-1976), Generation Yers (1977-1990), and Millennials (born since 1991) all working side by side. Open communication between the different generations is essential to bridge this gap. This helps each generation to recognize the strengths and skills of another and creates more cohesiveness.

There are four tips to help bridge the workplace generation gap, as diversity can be a huge asset to your workplace:

1. Keep employees engaged and collaborative. ...
2. Create mentoring opportunities. ...
3. Take Advantage Of Positivity: Encourage Enthusiastic Workers. ...
4. Deal With Conflict Proactively.

What are the biggest challenges in working across generations?

One of the biggest challenges in the workplace is that a leadership deficit is being created. When older people leave the workplace, there are not enough Gen Xers to fill the need. Gen Yers and Millennials are flooding the workplace, but they still need to develop skills and gain experience.
Younger bosses are working with older employees and older bosses with younger employees. A wide gap often exists in terms of lifestyles, values, work ethics, communication styles, experience, and technological aptitude.

References:

www.monster.com/career-advice/article/workplace-generation-gap