

Table 1 and 2: summary of the life style and work place characteristics of the four different generations in the workplace

Table 1

Personal and Lifestyle Characteristics by Generation (adopted from FDU magazine)				
	Veterans (1922-1945)	Boomers (1946-1964)	Gen X (1965-1980)	Gen Y (1981-2000)
Core Values	Respect for authority Conformers Discipline	Optimism Involvement	Skepticism Fun Informality	Realism Confidence Extreme fun Social
Family	Traditional Nuclear	Disintegrating	Latch-key kids	Merged Families
Education	A dream	A birth right	A way to get there	An incredible expense
Communication Media	Rotary phones Memo One-on-one	Touch-tone phones Call me anytime	Cell phone Don't call me after work	Text Internet Email
Dealing with Money	Put it away Pay cash	Buy now, pay later	Cautious Conservative Save it	Earn to spend

Table 2

Generations Workplace Characteristics (adopted from FDU magazine)				
	Veterans (1922-1945)	Boomers (1946-1964)	Gen X (1965-1980)	Gen Y (1981-2000)
Work Ethic and Values	Hard Work Respect authority Sacrifice Duty before fun Adhere to rules	Workaholics Work efficiently Crusading causes Personal fulfillment Desire quality Question authority	Eliminate the task Self-reliance Want structure and direction Skeptical	What's next Multitasking Tenacity Entrepreneurial Tolerant Goal oriented
Wok Is ...	An obligation	An exciting adventure	A difficult challenge A contract	A means to an end Fulfillment
Leadership Style	Directive Command-and-Control	Consensual Collegial	Everyone is the same Challenge others Ask Why	To be determined
Interactive Style	Individual	Team player Loves to have meetings	Entrepreneur	Participative
Communications	Formal Memo	In Person	Direct Immediate	E-mail Voice Mail
Feedback and Rewards	No news is good news Satisfaction in a job well done	Don't appreciate it Money Title recognition	Sorry to interrupt but how am I doing? Freedom is the best reward	Whenever I want it at the push of a button Meaningful work
Messages that Motivate	Your experience is respected	You are valued you are needed	Do it your way Forget the rules	You will work with other bright and creative people
Work and Family Life	Balance what is that?	No balance Work to live	Balance	Balance