



GENERATIONS TOGETHER: CELEBRATING PERSPECTIVES

Honoring and sharing our teams' unique experiences and various perspectives **across generational lines** and throughout the spectrum of tenure and age.

With professional development opportunities, fun activities, and resources to support your professional and personal growth, i-Gen members connect and work together, celebrating what each generation contributes to their team. What generation do you represent? Find your group in the article below.

50%



of younger employees are dismissive of older employees' talent.

60%



of employers report tension among employees of different generations.

70%



of older employees are dismissive of younger employees' talents.

We must focus on VISION, not DIVISION.

Did You Know?

- **I-Gen supports Sodexo's Employee Disaster Relief Fund (EDRF)**– Since 2005, the EDRF has been helping Sodexo employees in times of crisis and disaster. Last year, i-Gen donated \$2000 to the EDRF and sponsored a Walk/Run/Ride A-Thon to raise funds on their behalf. This year, i-Gen already donated \$2500 to support employees who have been impacted by natural disaster, like those from the Texas area affected by the recent winter storms. To donate go to Sodexo_Net > Keyword: EDRF.
- **Habitat for Humanity** – i-Gen is proud to partner with Habitat for Humanity, a global nonprofit housing organization working in local communities by supporting families in need of decent and affordable housing. i-Gen is committed to support this important organization in every neighborhood where its members live and work. Stay tuned for information on how you can get involved!

Get Involved

- **i-Gen in Action:** [i-Gen 2020 Forward Focus Learning Series](#) – Have you ever wondered if an issue or subject was viewed differently by members of different generations? In our Looking Through the Lens series, we step across EBRG borders and team up to explore the issues, looking through the generational lens. [Access the recordings here >](#)
- **Coming Soon!** i-Gen Learning series: How to Effectively Precept the Generation Z, featuring Christina Mackay on March 17; A New Generation of Leaders, featuring Mia Mends on May 19; and, Partnering with PRIDE on June 2021. Visit [i-Gen](#) for more information.
- **Register for "Inclusive Collaboration Across Generations"** [via Ingenium](#)
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- **Join [i-Gen](#) today!**



ZAP THE GAP ReCap! by Meagan Johnson

The workforce, and possibly your household, spans across five generations. From the Traditional Generation to Generation Z, each generation has a unique set of signposts that shape and help define them. When discussing their attributes, it is important to remember that the goal is not to stereotype people. The intent is to gain a better understanding of the factors influencing people’s actions and beliefs.



Generation Z

- Born 1998-2010
- Covid-19 Pandemic
 - Internet is the Expert
 - Climate Change

Gen Z is the youngest and the most ethnically diverse generation in the workforce. They are the first generation to grow up digital. Many Gen Zers will live without a landline, never learn cursive or write a bank check. Just as Gen Z begins to enter the workforce their world is turned upside down by the pandemic. They are looking for strong leadership from companies to help them solve social injustices. They are loyal customers and employees to organizations that are aligned with their political and ethical beliefs.



Millennials (Gen Y)

- Born 1981-1997
- Children of baby boomers
 - Birth of Social Media
 - Great Recession

Millennials are like a brand-new puppy... we can't seem to get enough of them! Also known as The WE Generation, Millennials place a high value on collaboration and connection with others. After entering the professional world, Millennials refused to view the relationship with their employer as one sided. They reshaped the professional landscape to include and prioritize work-life balance, technical advancement and social media.



Generation X

- Born 1965-1980
- Sesame Street
 - Savings and Loans Crisis (Recession of 1990)
 - Genesis of the Personal Computer

Known as the Latch-Key Kids, Gen Xers grew-up with minimal parental interference. Their early independence created a generation who favored results over “Kumbaya.” Sandwiched between two of the largest generations, Baby Boomers and Millennials, they often feel like the “forgotten child.” Professionally, however, they are continually ranked one of the most engaged generations.



Baby Boomer

- Born 1946-1964
- Viet Nam War
- The Pill
- Equal Rights Act

In 1964 Time magazine crowned Baby Boomers, “The Man of The Year.” The sheer size of their generation reshaped education, the workplace, and the economy. During the 1960’s and early 1970’s Baby Boomers rewrote the book on equality and social justice. Baby Boomers consider themselves life-long learners and will continue to contribute and pass on their tribal-knowledge when they feel appreciated.



The Traditionalist

- Born Pre 1945
- Post WWII Economic Boom (U.S.)
 - G.I. Bill
 - Lifetime Employment

This is the oldest generation in the generational timeline. They represent the smallest segment of the workforce, however, their early contributions to manufacturing, finance and industrialized society are still felt today.

Meagan Johnson is a nationally recognized multi-generational expert and generational studies enthusiast. Since 1997, she has been researching, writing, and speaking about generations. Her focus is on how to build a culture of multi-generational inclusivity and collaboration...not alienation. Rather than promoting generational stereotypes, Meagan explores what drives a generation to succeed.