

Embracing Intergenerational Capacity

At Vitae we say life works better when business works better. Focussing on individuals' capacity is a sure way to gain the most from our work. Relating to intergenerational differences makes for a more productive workplace. How we relate to these differences varies and finding ways of working together is a constant challenge. Being on the lookout for similarities as well as differences is a key factor for a balanced future. Five intergenerational groups have been identified;

Baby Boomers Born from 1946 - grew up in the Vietnam era and aren't prepared for retirement

Generation X Born from 1965 - make their mark, have tech-savvy skills and are weary of authority and putting work before family

Generation Y Born from 1981 and also called Millennials - confident internet age group that loves to multi-task and use social media for communicating

Generation Z Born from 1996 and also called Zoomers - children of Gen X, brought up entirely with instant communications

Generation Alpha Born from 2011 - children of Gen Y, and they shape the social media landscape and by the end of the 2020's will be moving into adulthood

Ask yourself "which Gen do I belong to", "what are my values" and "how do I respond to others of different generations". Being aware of oneself is the first step then ask the same questions of the other person i.e., "which Gen does s/he belong to, "what are his/her values". Embracing these differences allow us to value our own skills and also to recognise the capacity of others.

There are many situations where these differences stand out, whether it be the way someone dresses/presents themselves or the way they write i.e., their use of grammar in documents and emails. The friction that this may create can be seen as what gold miners refer to as "pay-dirt", the gravel that needs to be shifted through in order to extract the gold.

Diversity is strength and in identifying these intergenerational groups, we are able to be less judgemental in the way we perceive others and to value individual capacity and gain understanding of how to work best together.

For assistance in developing improved communication skills contact one of our professionals on <http://www.vitae.co.nz/contact/counselling-form/>



when *life* works better,
business works better
Pai ake te oranga, pai ake te pakihī

If you need some support or are feeling overwhelmed by anxiety you can contact a Vitae Clinician by phoning 0508 664 981 or email The Vitae Team