

# 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;

**Veterans Born from 1929** - grew up in the Depression and witnessed the effects of WWII

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

**Generation X Born from 1960** - make their mark, have tech-savvy skills and are weary of authority and putting work before family

**Generation Y Born from 1982** - confident internet age group that loves to multi-task and use social media for communicating

**Generation Z Born from 2000** - children of Gen X, brought up entirely with instant communications

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 you to value your 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.

Identifying these intergenerational groups is not to classify people in a limiting way but to assist us to be less judgemental in the way we perceive others. Thinking about difference, keeping your eye on individual capacity, and sifting through the challenges we encounter, enables us to access the gold.

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

**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**