

Document 1

#OKBoomer: Tackling the generational divide at work

Tensions between the old and the young are running at an all-time high. This is perhaps best encapsulated by the #OKBoomer trend which kicked off in the latter half of 2019.

Members of Generation Z (born between 1997 and 2012) used the hashtag to hit back at a group of Baby Boomers – specifically those who claimed young people were lazy. The young took the opportunity to remind their elders of the crises they have inherited, such as climate change and spiralling inequality.

According to employee engagement platform Peakon, Boomers are the most engaged, optimistic and satisfied at work, which is no surprise as most companies are still run by Boomers, use communication strategies that were developed by Boomers, and offer perks that resonate with Boomers.

Millennials are the least satisfied at work, and they are the least likely to believe they are fairly rewarded.

Gen Z, for example, are uniquely vocal about sustainability and the environment. They expect responsible behaviour from their employers.

Finding common ground between different generations can also help smooth over the divide. For example, workers from across all age groups are concerned about work-life balance, so modern companies should consider offering flexible hours or work-from-home days in order to facilitate this.

The Financial Times, 2021

Document 2



Bridging The
Generational Gap
In The Work
Place

<https://esp.com>

Document 3

How To Embrace The Challenges Of A Multigenerational Workplace

25 Rick Gibbs - Spring 2020

Thanks to medical advances and an increased focus on physical and mental wellness, people are living longer, healthier lives. As a result, workers are delaying retirement and staying in the workplace longer.

30 Gallup research shows a steady increase in the age at which Americans intend to retire. Now 41% of Americans target 66 as retirement age. For many companies, workplaces may soon contain five distinct generations of employees, if they do not already.

This increasing age diversity can bring a myriad of benefits to the workplace, but may also present challenges. Generational divides have the potential to create conflict among employees who hold differing views, priorities and attitudes toward the workplace.

35 By remaining mindful of individual preferences and investing in personal relationships, managers can benefit from a diversity of ideas and opinions, which can, in turn, drive success.

<https://www.forbes.com>