



# Five steps to maximize generational diversity in your modern workplace

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Traditionalists  
1924 – 1945



Baby Boomers  
1946 - 1965



Gen X  
1966 - 1985



Millennials / Gen Y  
1986 - 1996



Gen Z  
1997 - 2020



# Generational attributes

	Traditionalists (1924 - 1945)	Boomers (1946-1965)	Gen X (1966-1985)	Millennials (1986-1996)	Gen Z (1997-2020)
<b>Key Core Value</b>	Adhere to rules	Question everything	Entrepreneurial	Instant gratification	Global mindset
<b>View On Work</b>	An obligation	A career	Just a job	Fulfillment	An adventure
<b>Focus</b>	Task	Relationships & results	Tasks & results	Network expansion	Immediate feedback
<b>Work Ethic</b>	Dedicated	Driven	Balance	Ambitious	Wants challenge
<b>Technology</b>	Adapted	Acquired	Assimilated	Integral	Natural
<b>Preferred Work Environment</b>	Hierarchical	Flat org structure	Flexible	Collaborative	Creative
<b>Views on work + personal life</b>	Work hard for job security	Climb corporate ladder	Balanced work/family time	Integration of work, family, community	Harmony w/ work, family, community & self development

**has generational stereotypes influenced you?**



🔍 why are gen x|

- 🔍 why are gen x **called gen x**
- 🔍 why are gen xers **so cynical**
- 🔍 why are gen x **called thirteeners**
- 🔍 why are gen x **so rude**
- 🔍 why are gen x **cynical**
- 🔍 why are gen xers **depressed**
- 🔍 why are gen x **called slackers**
- 🔍 **what** are gen xers
- 🔍 **what** are gen x **known for**
- 🔍 **what** are gen x **years**

Google Search

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*Report inappropriate predictions*



🔍 why are millennials|

- 🔍 why are millennials **poor**
- 🔍 why are millennials **in debt**
- 🔍 why are millennials **so anxious**
- 🔍 why are millennials **single**
- 🔍 why are millennials **lonely**
- 🔍 why are millennials **depressed**
- 🔍 why are millennials **the way they are**
- 🔍 why are millennials **so tired**
- 🔍 why are millennials **so emotional**
- 🔍 why are millennials **so different**

Google Search

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🔍 why are gen z

🔍 why are gen z **called gen z**

🔍 why are gen z **depressed**

🔍 why are gen z **so weird**

🔍 why are gen z **so rude**

🔍 why are gen z **lonely**

🔍 why are gen z

🔍 why are gen z **called zoomers**

🔍 why are gen z **nihilistic**

🔍 why are gen z **so soft**

🔍 why are gen z **drinking less**

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Benefits  
are Hot



Wellness  
is Cool



# Why inclusion in the modern workplace is essential



Employee  
Engagement



Increase  
Retention



Grow Your  
Business



Attract Top  
Talent

# Step 1: Play to Generational Strengths

Recognition

Motivation

Change



# Chess vs Checkers





# Step 2: Facilitate Effective Communication

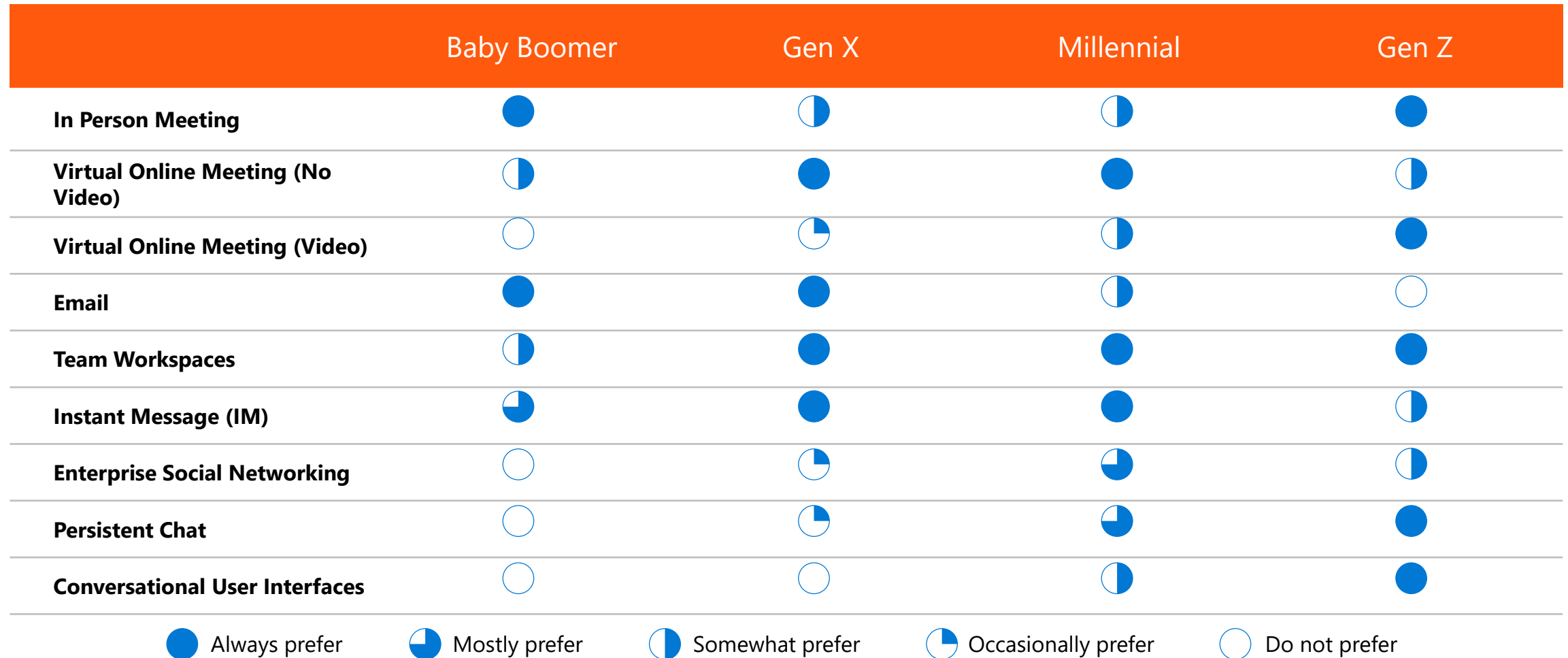
A man in a grey sweater is standing and presenting to a group of people in a library. He is holding a white marker in his right hand and gesturing with his left. In the foreground, a man is drinking from a white cup, and a woman is looking down at a laptop. The background shows bookshelves filled with books.

Communicate value

Establish guidelines

Feedback and Evaluation

# Generational Communication Preferences at Work





# Step 3: Meet People in their Onlyness

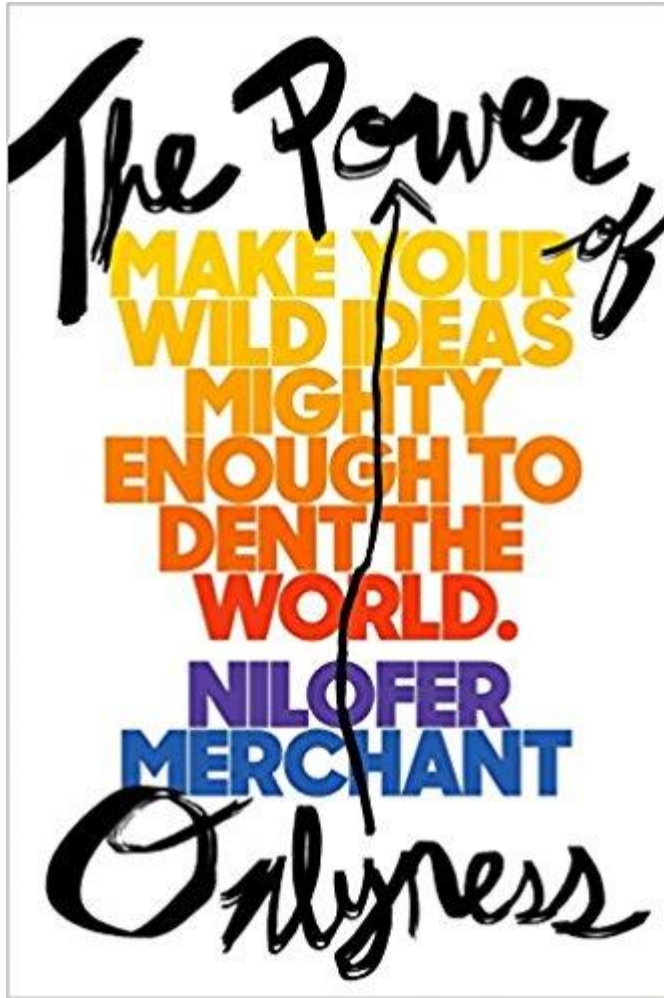


Empathy is essential

Find common ground

Encourage authenticity





“Onlyness, each of us stands in a spot in the world only you stand in, a function of your history and experience, visions and hopes.”

- Nilofer Merchant

# Step 4: Be Willing to Teach & Learn

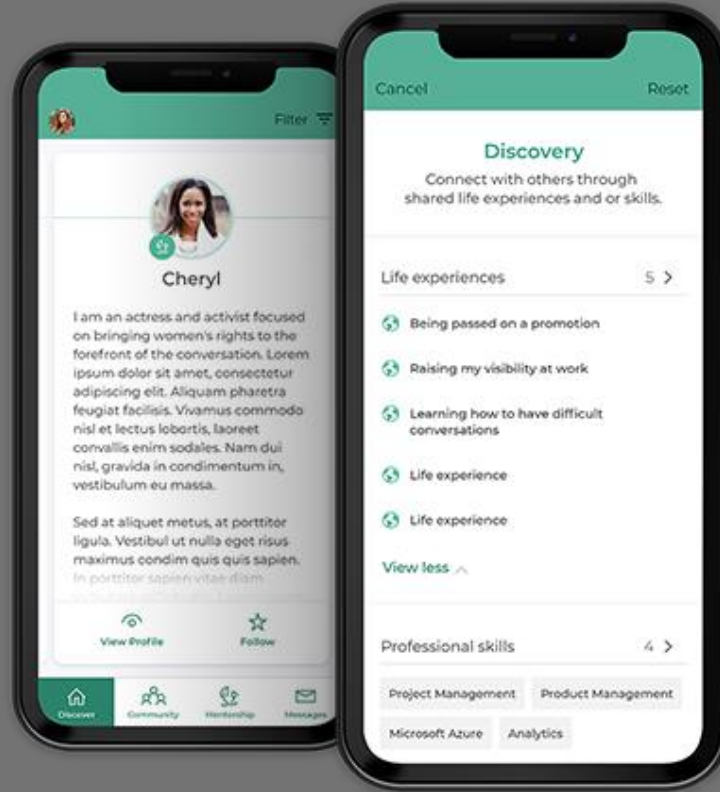
Shared Life Experiences

Mentorship

Growth Mindset



# MODERN MENTORSHIP NEEDS BY THE NUMBERS



tributementorship.com

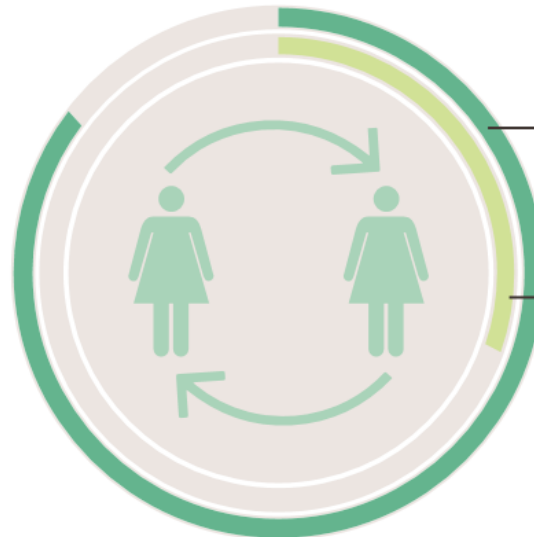
## FINDING A MENTOR & WHAT'S IMPORTANT

### 100%

say they'd be likely to share a personal story about themselves to foster that connection

### 63%

say finding a mentor would be easier if they had a mobile app that allowed them to search a directory within their company



85% say it's very important, or extremely important to have a personal connection with a mentor

Only 30% of people say it's easy to create that connection with a mentor

### 1:1

mentorship is the preferred format for mentoring

### 60%

say that finding a mentor at work is difficult; **only 3% said it's very easy**

## TOP ATTRIBUTES PEOPLE LOOK FOR IN A MENTOR

- ☒ **Trustworthiness**
- ☒ **Personal Connection**
- ☒ **Subject matter expertise**



# FIXED MINDSET

# MINDSET CHARACTERISTICS

# GROWTH MINDSET

SET - YOU HAVE WHAT  
YOU HAVE

**SKILLS+INTELLIGENCE**

CAN BE GROWN AND  
DEVELOPED

HOW THEY LOOK  
PERFORMANCE FOCUS

**MAIN CONCERN**

LEARNING / GETTING BETTER  
PROCESS FOCUS

SOMETHING YOU DO  
WHEN YOU'RE NOT GOOD

**EFFORT**

AN IMPORTANT PART OF  
LEARNING

GIVE UP / CHECK OUT

**CHALLENGES**

PERSEVERE / WORK THROUGH  
IT - SHOW MORE GRIT

TAKE IT PERSONAL  
GET DEFENSIVE

**FEEDBACK**

LIKE IT / USE IT TO LEARN

HATE THEM / TRY  
TO AVOID MAKING THEM

**MISTAKES**

TREAT THEM AS A LEARNING  
OPPORTUNITY

# Step 5: Practice Generational Humility

A photograph of a man in a dark suit and striped tie, sitting at a conference table and gesturing with his hands while speaking to a woman with long dark hair. The woman is seen from the back/side. In the background, another person is seated at a table, and there are large windows and framed pictures on the wall.

Be joyfully curious

Encourage diversity of ideas

Let others tell their stories

Humility is the act of courtesy



**Are you ready to  
take these 5 steps?**

# Maximize Generational Diversity

Play to everyone's strengths

Facilitate effective communication

Meet people in their onlyness

Be willing to teach and learn

Practice generational humility



# thank you

Gracias

ευχαριστώ

Danke

Grazie

благодаря

Hvala

Obrigado

Kiitos

شكراً

Tak

Ahsante

Teşekkürler

متشكراً

Salamat Po

감사합니다

Cám ơn

شكريه

Terima Kasih

Dank u Wel

Děkuji

நன்றி

Köszönöm

ありがとう  
ございます

ໂອນລຸນາຄຳ

Dziękuję

谢谢

Tack

Mulțumesc

спасибо

Merci

תודה

多謝晒

дядкую

Ďakujem

Ευχαριστώ



Let's keep in touch



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