

Suggestions for the Generations

Suggestions for Xers and Nexters

1. Don't be embarrassed by your age.
2. Know your organization.
3. Understand what your manager thinks is important and what he/she expects.
4. Don't be a know-it-all.
5. Take responsibility for what you do or fail to do that results in tension or conflict with Boomers and Veterans.
6. Demonstrate a willingness to work together with Boomers and Veterans and to show a genuine appreciation for the experience and skills they bring to the table.
7. Use constructive criticism to your advantage by making needed improvements.
8. Keep learning through reading, attending seminars, taking courses, and participation in professional associations.
9. Be a solution – deliver results.

Suggestions for Boomers and Veterans

1. Identify what you expect from Xers and Nexters and address any self-imposed barriers, underlying resistance, or hidden agendas you may have.
2. Acknowledge and respect the ways in which Xers and Nexters differ from you.
3. Be aware of what causes friction in your working relationship, paying careful attention to differences in values, expectations, and perceptions of work.
4. Capitalize on Xers' and Nexters' positive attributes, and focus on their strengths.
5. Provide Xers and Nexters as much information as you can.
6. Keep lines of communication open.