## **Generational Issues**

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2017 PILOT ASSISTANCE FORUM SASSISTING FOR A Safer System

MAY 23-24, 2017 ALPA CONFERENCE CENTER HERNDON, VA



## **Five Generations**

Generation	Birth Years
Traditionals	1922 - 1944
Baby Boomers	1945 - 1964
Generation X	1965 - 1979
Millennials	1980 - 2000
Generation Z	2001 and later





## **Baby Boomer Historical Environment**

Polio **President Kennedy Civil Rights** Vaccine assassinated **Movement Sputnik** Woodstock **Baby Vietnam War** Martin Luther King, Jr. **Boomers** assassinated **NASA Created First Moon** Cuban Landing **Missile U.S. Interstate Highway Crisis** System created





# **Baby Boomer Characteristics**

- Believe in growth & prosperity
- Achievement oriented
- Optimistic
- Live to work
- Change agents





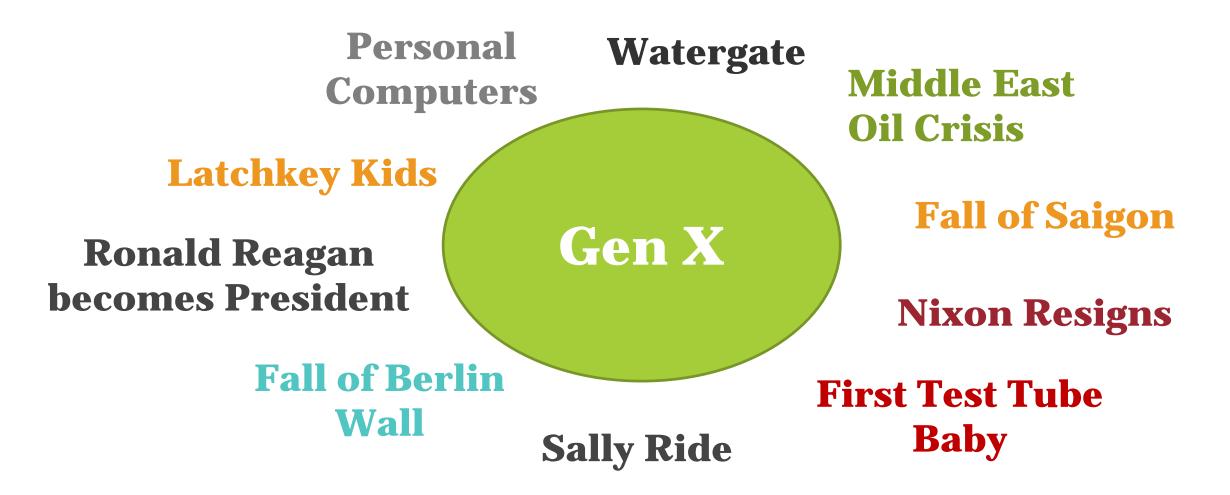
# **Baby Boomer Communication**

- Interact with them
- Listen first
- Respect their experience
- Answer questions thoroughly
- Offer options





#### Generation X Historical Environment







#### **Generation X Characteristics**

- Self-reliant and resourceful
- Informal unimpressed by authority
- Skeptical
- Work to live
- Tech savvy





#### **Generation X Communication**

- Be direct with facts
- Give immediate feedback / responses / information
- Use technology to communicate
- Let them work it out for themselves
- Work relationship first, friendship later





#### Millennial Historical Environment

**Desert** Free access to **Obama** Storm **World Wide Web Elected Cold War Ends Aids Epidemic OKC Bombing** Millennials War on Terror **Olympic Park** 9/11 Attacks **Bombing Columbine High** First Harry Potter book published **School Shooting** 



#### **Millennial Characteristics**

- Born wired to technology
- Collaborative
- Self-confident
- Motivated by meaning & impact
- Work hard / play hard





### **Millennial Communication**

- Via social networks
- Language is shortened and in code
- Likes to have Mentors
- Build a rapport
- Don't talk down





### **What You Can Do**

- Don't stereotype
- Focus on generational strengths
- Think good intentions



#### **Generational Issues**

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