

# ONBOARDING GEN Y

ATTRACT  RETAIN  EXCEL

## Generational Chart

Generation	Traditionalist	Baby Boomer	Gen X	Gen Y
<b>Years Born</b>	1900 - 1945	1946 – 1964	1965 - 1980	1981 – 1999
<b>Range</b>	(45 years)	(18 years)	(15 years)	(18 years)
<b>Age Now</b>	63 - 108	44 - 62	28 - 43	9 - 27
<b>Population</b>	~ 75 million	~80 million	~46 million	~76 million
<b>Key Word</b>	loyal	optimistic	skeptic	realistic
<b>Career Goals</b>	Build a legacy	Build a stellar career	Build a portable career	Build parallel career
<b>Management Style</b>	Chain of command	Change of command	Self Command	Don't command - collaborate
<b>Rewards</b>	The satisfaction of a job well done	Money, title, recognition, the corner office . . .	Freedom is the ultimate reward	Work that has meaning for me
<b>Work/Life Balance</b>	Support me in shifting the balance	Help me in balancing everyone else and find meaning myself	Give me balance now, not when I'm sixty-five!	Work isn't everything; I need flexibility so I can balance all my activities.
<b>Retirement</b>	Reward	Retool	Renew	Recycle
<b>Job Changing</b>	. . . carries a stigma	. . . puts you behind	. . . is necessary	. . . is part of my daily routine
<b>Feedback</b>	No news is good news	Feedback once a year with lots of documentation	Sorry to interrupt, but how am I doing?	Feedback, whenever I want it at the push of a button
<b>Training</b>	I learned the hard way, you can too	Train 'em too much and they'll leave	The more they learn, the more they stay	Continuous learning is a way of life

**Compiled from “When Generations Collide” by Lynne Lancaster & David Stillman**