

Work Generations

Serious shit or bullshit?

Ormit Talent

L&D Talks 2/6/2022

In which story did you recognise yourself ?

- 🗣️ Stand next to the story-teller you could most relate to

Work Generations - Serious shit or bullshit?



Let's give it
another look!

SERIOUS
SHIT

BULLSHIT

The slide features a solid pink background. In the top right corner, there are two overlapping curved shapes: a brown one on the left and a white one on the right. In the bottom left corner, there is a light gray curved shape. On the right side, there is a large, partially visible graphic consisting of a red semi-circle and a brown semi-circle.

It's not all about
generation
differences

Gender



Personality



Culture



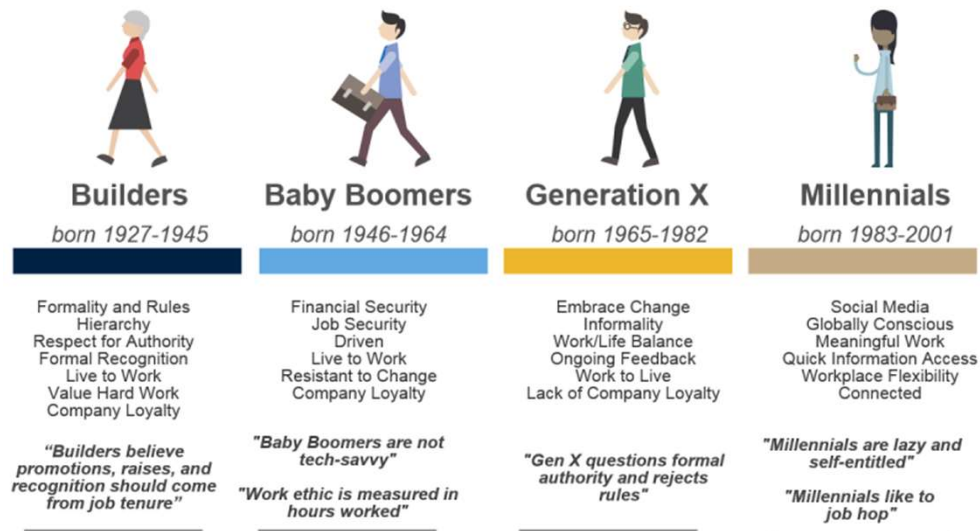
Religion



etc ...



Professional needs and behaviour Based on year of birth



 Traditionalists (Born before 1945)	 Baby Boomers (1946-1964)	 Generation X (1965-1980)	 Millennials (1981-1995)
- 12% of the workforce - Value hard work - Expect work to be done in the office and measured in hours - Comfortable with traditional workplace hierarchy - Value respect for authority	- Peaked at 79 million in 1999 - Individualistic and optimistic - Value engagement - Expect advancement and positive interaction - Want to be respected and appreciated	- Smaller than Baby Boomer and Millennial generations - Pragmatic and skeptical - Tend to be disengaged - Want work-life balance - Chafe under the rules	- 75% of workforce by 2025 - Enthusiastic and self-confident - Want to be recognized for achievements - Value innovation - First tech natives - Struggle to work with people who don't seem as smart or socially conscious as they are



The background is a solid brown color. There are several decorative curved shapes: a pink and white shape in the top right, a red and pink shape on the right side, and a light grey shape in the bottom left.

**What does
research say?**

2 Types of relevant studies

1. Needs evolving with age



2. Students at different time intervals



2 Types of relevant studies

1. Needs evolving with age



2. Bond at different time intervals



Work Generations - Serious shit or bullshit?

Needs evolving with increasing age



- Interest in training and promotion
- Intention to leave
- Willingness to collaborate and help others



- Need for autonomy

= or ?

- Job satisfaction
- Engagement
- Extrinsic values (*salary, status employer*)
- Recognition
- Flex working



Differences between youth throughout time

20 years old of **today** compared to 20 years old before



- Work centrality & work ethic



- Leisure
- Extrinsic value: status
- Job satisfaction
- Individualistic traits and attitude

= or ?

- Altruistic values
- Intention to leave
- Extrinsic value salary
- Intrinsic values (*job content, positive atmosphere*)



So ... what is it?

SERIOUS
SHIT

BULLSHIT

The impact is broad



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Assignment

Reflecting on the impact of the studies

- How do you look at these findings?
- What challenges does this bring?
- What are the effects and consequences?

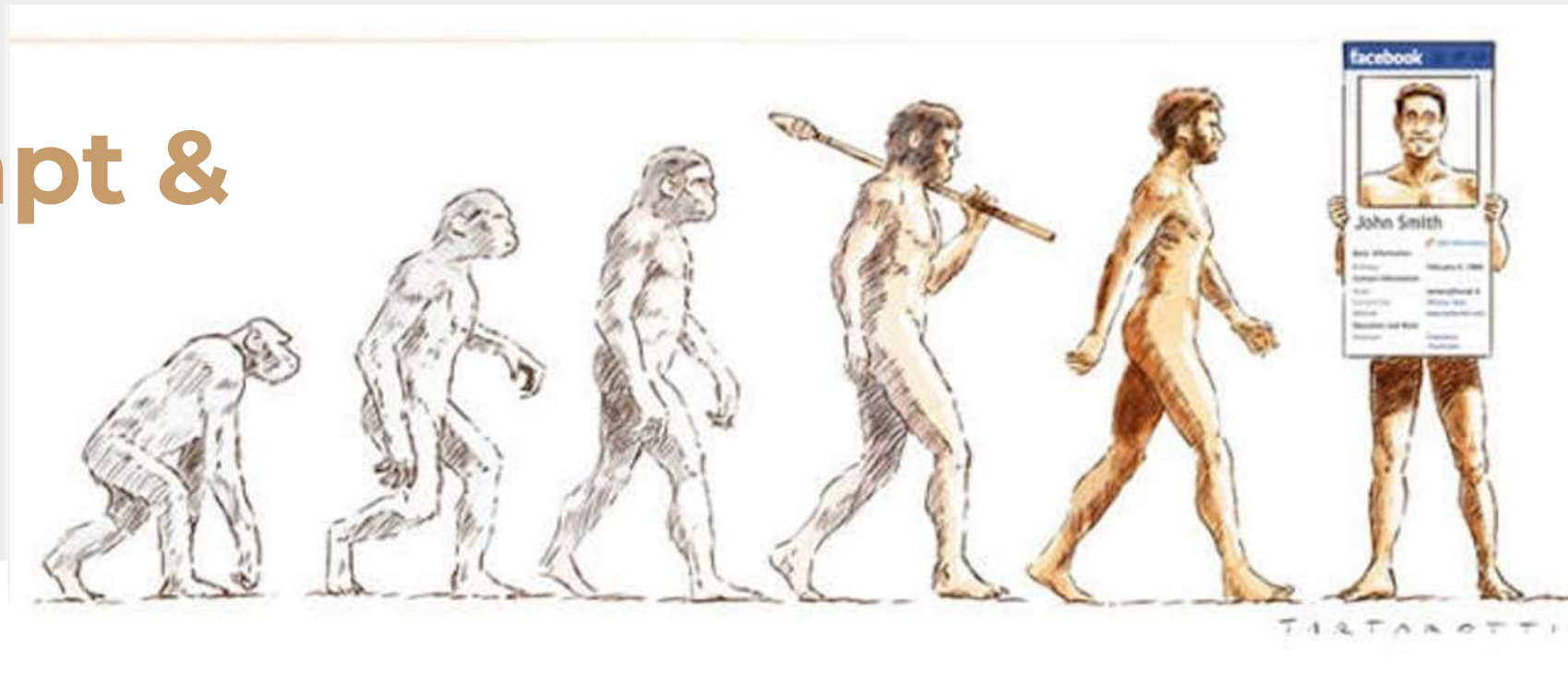
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Mind
the gap?

Adapt & flex

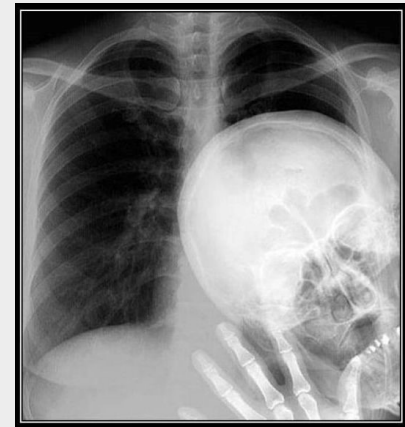


Empathize with different perspectives



**Give &
ask
feedback**

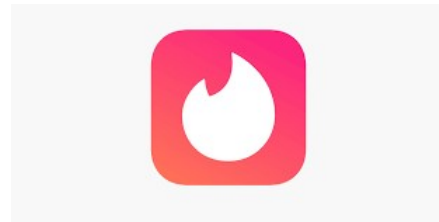
Make use of humor



Our Ormit Talent experience

- 🗣 Don't forget: there's **a lot** we have **in common**
 - 🗣 We all want to **succeed**
 - 🗣 We all want to **feel valued & useful**
 - 🗣 We want to **feel ENGAGED**





the
special
ones.



Scan to
further
connect



An De Bondt
Head of Traineeships



Bert Bleyen
Head of Talent Development

curiosity only killed the cat.



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