

# GET THE JOB

## Thriving Across Generations

### Building Respect and Collaboration Across Age Groups

**W**alk into most workplaces today and you'll find a mix of generations — baby boomers, Gen Xers, millennials and Gen Z— working side by side. Each group brings different perspectives, experiences and communication styles to the table. While these differences can sometimes create tension, they can also be a source of innovation and strength. Learning how to collaborate across generations is essential for success in today's diverse work environment.

#### FOCUS ON COMMUNICATION

Generational differences often show up most clearly in communication styles. Some employees prefer face-to-face conversations, while others gravitate toward email or instant messaging. Misunderstandings can arise when one group sees another's preferences as inefficient or impersonal.

The key is to remain flexible and curious. Ask coworkers how they prefer to communicate and be open to adjusting your own approach. What matters



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most is clarity and mutual respect — not which tool you use to get the message across.

It also helps to avoid generational stereotypes. Not all younger employees want to work remotely, and not all older workers resist new technology. When you focus on the individual instead of the label, collaboration becomes much easier.

#### APPRECIATE WHAT EACH GENERATION BRINGS

Each generation has strengths worth recognizing. Older colleagues often have valuable institutional knowledge, problem-solving experience and long-term perspective. Younger team members may bring fresh ideas, digital fluency and a desire for rapid change.

Instead of viewing these

traits as competing, look for ways to complement one another. A multigenerational team that leverages each member's strengths can often solve problems more creatively and deliver stronger results.

Mentorship — formal or informal — can also flourish in these environments. While seasoned professionals may guide newer employees

through career challenges, younger colleagues can offer insights into emerging trends and tools.

Thriving in a multigenerational workplace means valuing diversity, staying open-minded and building relationships based on mutual respect. When different generations work together, everyone has something to learn — and something to teach.