



## *Baby Boomers*

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## *Millennials in the Workplace*



**M**illennials and Baby Boomers grew-up quite differently. They had different life experiences growing up and were exposed to different ways of living. As they begin working side by side in the workplace, they have different feelings and attitudes and approach work in differing manners. It is estimated that there are 80 million Millennials and 75 million Baby Boomers in the U.S. The Millennials are slowly changing the work environment, and as their numbers increase the impact they have will become significant in the workplace. Here are a few changes the Millennials are bringing to the workplace:

- ◊ Millennials grew up with the internet and expect immediate feedback and results.
- ◊ Millennials prefer flexible work schedules and prefer to schedule their own hours. They believe if the work gets done it does not matter when it is done.
- ◊ Millennials do not see the need for strict management structures at work and feel everyone should be heard.
- ◊ Millennials are more comfortable with modern technology and know how to use it to get work done more quickly in the workplace.
- ◊ Millennials believe there are more efficient ways to accomplish many work tasks and are working to implement their ideas into the workplace.
- ◊ Millennials have a strong belief that work and quality of life can be more balanced than many current workplaces allow for. They have a strong commitment to their own happiness and wellness as well as that of their families and community.
- ◊ Millennials want to be mentored, but they do not believe the old way of doing things is always the best. They believe in striving to improve on the way things are done.

As Millennials begin replacing Baby Boomers in the workplace, there is a need too for both the Millennials and Baby Boomers to communicate in an effective manner and to accept the skills and values each bring to the workplace. The goal for both generations should be the goals that are to be accomplished in the workplace and not so much the process. The more both generations can accept the roles they have in the workplace and the more they can communicate with each other, the better the transition between one generation to the next will be.

**For More Information:**

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