



# Live Well, Work Well

Health and wellness tips for your work, home and life—brought to you by the insurance professionals at Lawley



## DON'T LET AGE INTERFERE WITH WORK RELATIONSHIPS

Getting along with others is essential for a productive working environment. This may be difficult at times, especially when you have a diverse workforce. Understanding others and their backgrounds may make working relationships better and decrease frustration, especially with individuals of different generations than yourself.

### The Working Population

The working population is currently made up of four generations of workers with different personalities and attributes.

- **Baby Boomers** are workers in their mid-50s to mid-70s. They generally value tasks and goals that are straightforward and to-the-point, prefer security and stability in the workplace, seek success at any cost and avoid conflict. These individuals also often prefer in-person communication.
  - To get along well with baby boomers, acknowledge their desire for direction and consistency.
  - Communicate with them face-to-face if possible.
- **Generation Xers** are workers in their mid-40s to mid-50s. These individuals value their company's interests but also care for their own as well. They are usually adaptable and have learned to incorporate recent technological advances into their daily lives.
  - To get along well with Gen Xers, appreciate their willingness to take risks to reap rewards.
  - Respect these workers for wanting to maintain an even work-life balance.
  - Appreciate Gen Xers' willingness to adapt.
- **Millennials** were typically born after 1980, are in their early 30s or younger, and are tech savvy. As a result, they are adaptable and independent thinkers who value freedom and expect to be treated as equals from the start.
  - To get along well with millennials, recognize their high energy, creativity and new ideas.
  - Communication via technology is most effective and convenient.
- **Generation Zers** were typically born after 1995, are in their early 20s or younger, and are even more tech savvy than millennials. They are intense, pragmatic and project-oriented. They also prefer to work in collaborative, fun and flexible environments.
  - To get along well with Generation Zers, involve them in decision-making and seek out collaborative opportunities.

# Lawley

## DON'T LET AGE INTERFERE WITH WORK RELATIONSHIPS

- Face-to-face communication is highly valued with these individuals.

By respecting each other and focusing on what you have in common, you'll work productively with all types of people.