

## Generational Attitudes in the Utility Workplace

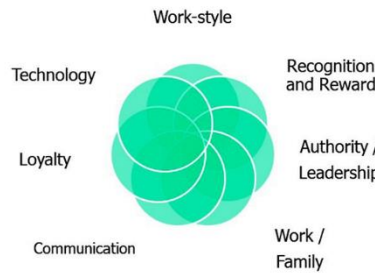
An internationally published research paper was developed while the certified presenter of this MD Training Session, Roy Mundy PE, served full-time on the faculty of that accredited research institution. The values and attitudes of various generations that once were ordinary assumptions in society have in large measure been validated and delineated by this research project. Given these confirmations there are steps we can take to minimize the potentially conflicting value systems of people interacting within an organization, for the betterment of not only the organization but the individuals who comprise it as well. This presentation and the discussions it's sure to generate involve:

- The retention of institutional knowledge from retiring employees,
- identifying which reward systems motivate different generations,
- recognizing the multi-tasking capabilities of millennials as an organizational resource,
- increasing workforce efficiencies by identifying and utilizing the generational differences within it.

**This presentation is an update to previous versions as it now includes data and discussion of Generation Z now entering the workforce.**

**areas that differ for each generation**

**Significant Impacts on the Workplace**



Technology

Loyalty

Communication

Work-style

Recognition and Reward

Authority / Leadership

Work / Family

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**research findings – generational differences**

**Motivation**

	BABY BOOMERS	GENERATION X	GENERATION Y
<b>WORK ETHIC &amp; VALUES</b>	<input type="checkbox"/> Workaholics <input type="checkbox"/> Working efficiently <input type="checkbox"/> Crusading causes <input type="checkbox"/> Personal fulfillment <input type="checkbox"/> Desire for quality <input type="checkbox"/> Questioning Authority	<input type="checkbox"/> Eliminate the task <input type="checkbox"/> Self-reliance <input type="checkbox"/> Want structure and direction <input type="checkbox"/> Skeptical	<input type="checkbox"/> Asking what is next <input type="checkbox"/> Multitasking <input type="checkbox"/> Tenacity <input type="checkbox"/> Entrepreneurial <input type="checkbox"/> Tolerant <input type="checkbox"/> Goal oriented
<b>LEADERSHIP STYLE</b>	<input type="checkbox"/> Consensual <input type="checkbox"/> Collegial	<input type="checkbox"/> Believe everyone is the same <input type="checkbox"/> Challenging others <input type="checkbox"/> Asking why	<input type="checkbox"/> Will be better determined as this generation gets older
<b>INTERACTIVE STYLE</b>	<input type="checkbox"/> Team player <input type="checkbox"/> Loves to have meetings	<input type="checkbox"/> Entrepreneurial	<input type="checkbox"/> Participative

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**Presentation Duration:** 60 minutes.

**Available Presenters:** Roy Mundy PE, McWane Ductile Senior Regional Engineer.

**Prior Presentation Locations:** 20 of the 48 contiguous United States.  
CEU / PDH / TCH professional development hours available in select locations.

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