JUNE
SAFETY TALK

SAFETY AND GENERATIONAL DIFFERENCES

Over the years we have all been told of the "difference between the generations".

People who belong to the same generation are those who all lived during times of great historical and cultural occurrences. There are no "cut and dried" dates, but generally it is believed Baby Boomers were born between 1946 and 1964; Generation X's born between 1965 and 1980; and the Millennials, born between 1980 and 2000. (all years plus or minus a few)

What happens around us during our "formative" years influences the values, attitudes and traits of that generation.

Employers today have all three generations at work and because of this, it's important to understand the different learning styles and different motivations that each generation typically holds.

The people at the "top" of your organization chart are probably from the Baby Boomer generation. But their numbers are dwindling.

This group is still okay with classroom-style training, but prefer experiential, in-class participation. Tell this age group to do

something and they will probably do it, often without asking "why". Promotion and long-term employment is important to them. Fear of reprisal is a motivator.

Generation X'ers reportedly don't value long-term employment, but appreciate building their resume through training and different job experiences. This generation grew up with video games and is the generation the most connected through social media. Consider training that taps into these interests.

By 2020, between 50 and 60% of the workforce will likely be Millennials.

Millennials, for the most part, aren't as keen on receiving promotions as rewards for good work. This generation is just as likely to move to a new job if things don't look promising in their current situation.

- All generations respond to support and appreciation.

- On-the-spot feedback is especially useful for Gen X'ers and Millennials, versus annual performance reviews for Baby Boomers.

- Offer new responsibilities or leadership opportunities for Gen X'ers and Millennials; this will show these people they are valued – personal values and "having a voice" are important.

- Explain why a safety rule is a safety rule.

- Provide an anonymous online portal for safety suggestions.

BCMSA