



Summary Research On Generational Leadership

The identification of generational group characteristics in people are generalizations and so do not necessarily apply to whole populations. (Cook Ross, Inc)

Silent Generation (Traditionalists/Veterans) [Born prior to 1947] ~ This generation grew up in a time of economic turmoil in the aftermath of the great Depression. They dealt with economic hardships by being disciplined and self-sacrificing. They lived-and helped reinforce-the American Dream, enjoying a lifetime of steadily rising affluence. (Workinfo.com)

Traditionalist' values are influenced by the experiences that often include the hardships of their parents and grandparents immigrating to a new country and making their way in a "new" land. The Traditionalist values are also impacted by experiences they had during the Great Depression and World War II both of which shape how they view the work. (Dale Mask Alliance training and Consulting, Inc)

Baby Boomers [Born 1947-1965] ~ The most populous generation typically grew up and economic prosperity, suburban affluence and strong nuclear families with stay-at-home moms. (Workinfo.com)

Baby Boomers represent the children of our World War II veterans. They did not go through the economic hard times as their parents did. They had the good life and their parents, the Traditionalist, wanted them to have the best and as a result, the "Me" decade arrived. (Dale Mask Alliance training and Consulting, Inc)

Generation X [Born 1966-1977] ~ Members of this generation grew up in a very different world than previous generations. Divorce and working moms created "latchkey" kids out of many in this generation. This led to traits of independence, resilience and adaptability. Generation X feels strongly that "I don't need someone looking over my shoulder." (Workinfo.com)

Generation Xers are economically conservative. They remember double-digit inflation and the stress faced by their parents dealing with times on and off unemployment. As a result, they do not rely on institutions for their long-term security like their predecessors did. (Dale Mask Alliance training and Consulting, Inc)

Millennial Generation [Born after 1977] ~ Just beginning to enter the workplace, the Millennial Generation is being raised at the most child-centric time in our history. Perhaps it's because of the showers of attention and high expectations from parents that they display a great deal of self-confidence to the point of appearing cocky. (Workinfo.com)



Generation Y (Millennial Generation) represents people who grew up during the high-tech revolution. A world with high tech video games, ATMs and high –speed access is what their generation is used to. Providing frequent and systematic feedback in real time (as it happens) is critical when working with members of this generation. (Dale Mask Alliance training and Consulting, Inc)

Psychologist Mary Pipher writes a custom of the Native Americans of the Great Plains. During the harsh winters, the grandparents and grand children would sleep beside each other. This kept both generations from freezing to death. Pipher suggests “This is a good metaphor of what the generations do for each other. We keep each other from freezing. The old need our heat, and we need their light.” (Another Country, 322)

And so it is for the church: the multiple generations gathered her nurture and bless each other. And each generation offers to the others special and unique gifts. As Paul wrote, **we are one body in Christ, but we are many members, each with differing gifts.** And it is in the constellation of gifts that the one holy and blessed body of Christ takes shape. (From Generation to Generation, a sermon by R. Charles Grant, D. Min.)