

# The Multigenerational Workforce: From Friction to Advantage

## THE CHALLENGE: GENERATIONAL FRICTION



**Traditionalists**  
(1923-1945)

Respect for authority and organizational loyalty.



**Baby Boomers**  
(1946-1964)

Work-centric identity and competitive orientation.



**Generation X**  
(1955-1990)

Self-reliance and emphasis on work-life balance.



**Millennials (Gen Y)**  
(1981-1996)

Collaborative work styles and purpose-driven choices.



**Generation Z**  
(1987-2012)

Digital natives with high diversity expectations.



**Generation Alpha**  
(2013-Present)

Entering internships with deep tech integration.

## COLLABORATION PLUMMETS IN DIVERSE TEAMS



Without intervention, team trust scores can drop by 18% and efficiency by 22%.

## TURNOVER COSTS ESCALATE



35% of Gen Z cite "generational misalignment" for leaving, costing 50-200% of their salary.

## COMMUNICATION BREAKDOWNS CREATE CONFLICT

Friction arises from mismatched preferences for email, instant messaging, and face-to-face communication.



## THE SOLUTION: EVIDENCE-BASED STRATEGIES

### LAUNCH RECIPROCAL MENTORING PROGRAMS

Pair senior and junior employees for mutual learning on technology and strategic expertise.



### BUILD AN ADAPTIVE COMMUNICATION SYSTEM

Offer multiple platforms (IM, email) and set clear rules for when to use each.



### DESIGN FOR FLEXIBLE WORK

Offer a "cafeteria-style" menu of schedule and location options for all life stages.



### REDUCE AGE-BIAS IN CORE SYSTEMS

Use blind recruitment, inclusive language, and bias awareness training for managers.