

The Perfect Storm

	Traditionals	Boomers	Gen X-ers	Gen Y-ers
Training	The hard way	Too much and I'll leave	Required to keep me	Continuous & expected
Learning style	Classroom	Facilitated	Independent	Collaborative & networked
Communication style	Top down	Guarded	Hub & Spoke	Collaborative
Problem-solving	Hierarchical	Horizontal	Independent	Collaborative
Decision-making	Seeks approval	Team informed	Team included	Team decided
Leadership style	Command & control	Get out of the way	Coach	Partner
Feedback	No news is good news	Once per year	Weekly / daily	On demand
Technology use	Uncomfortable	Unsure	Unable to work without it.	Unfathomable if not provided
Job changing	Sets me back	Sets me back	Necessary	Part of my daily routine