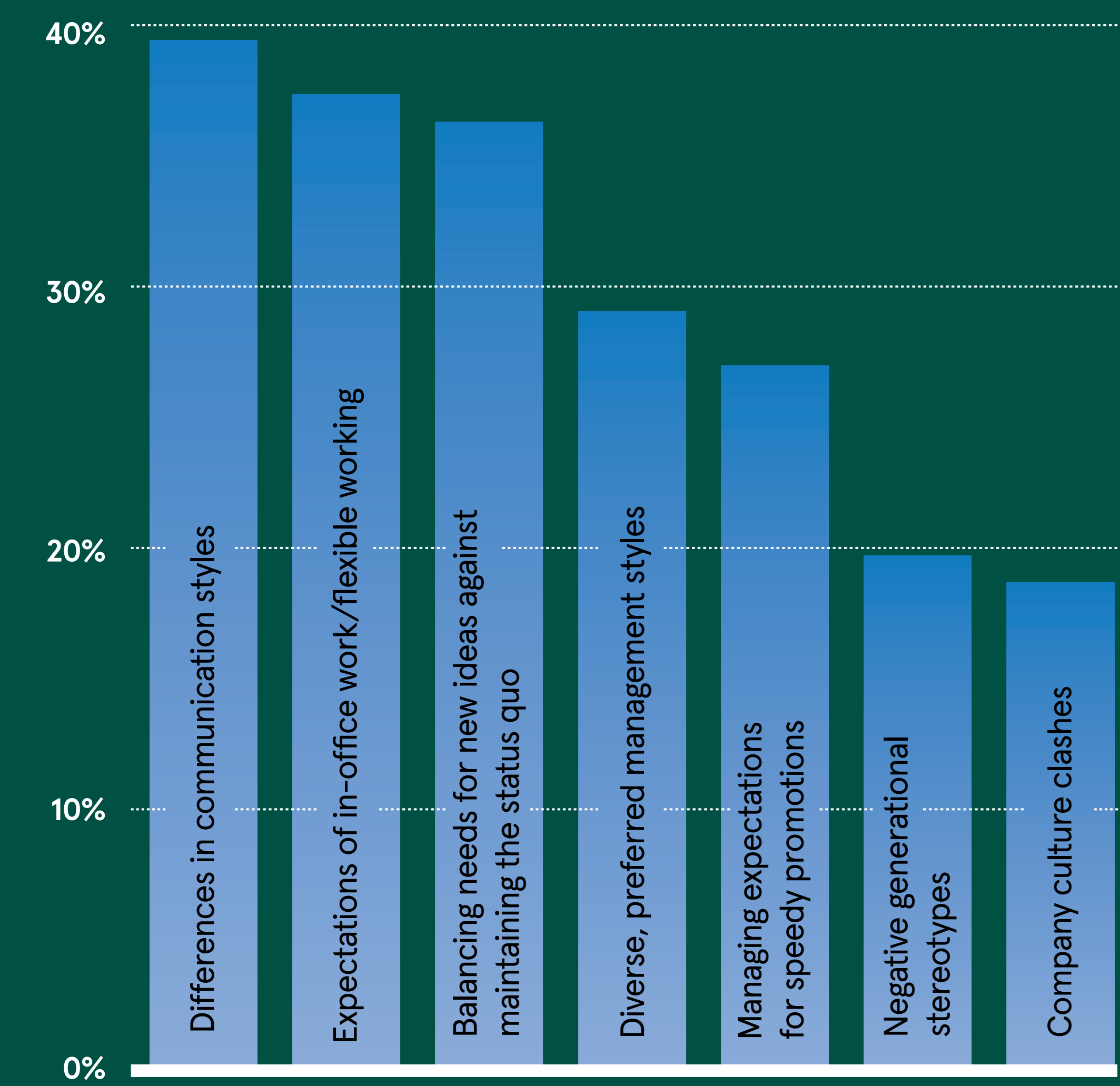


## TOP CHALLENGES IN MANAGING A MULTI-GENERATIONAL WORKFORCE

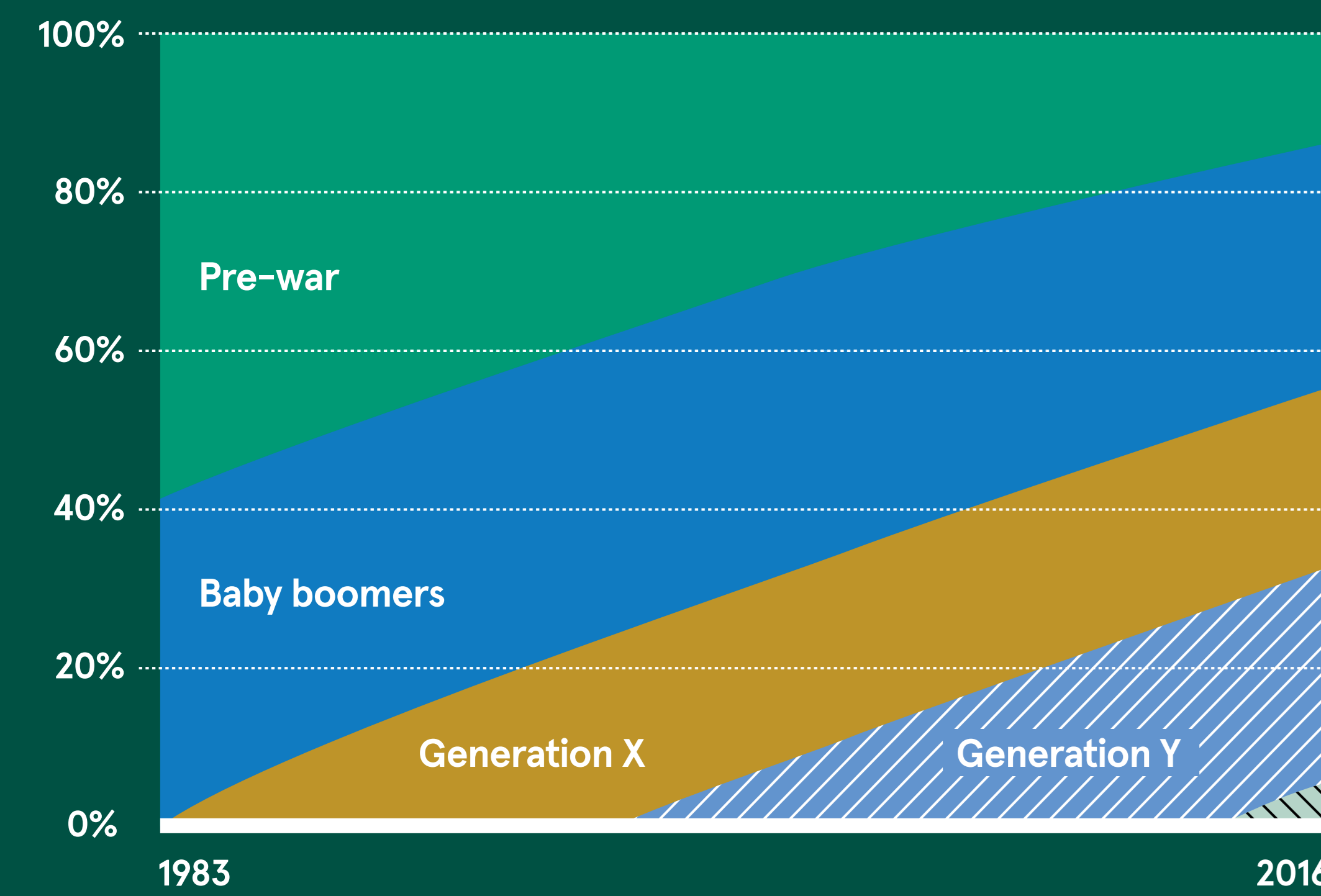
Survey of HR decision-makers



Eurostat/Office for National Statistics 2017

## GENERATIONS OF THE UK WORKFORCE

Proportion of UK adults by generation combined



Eurostat/Office for National Statistics 2017

We are living longer and retiring later, which means that up to five generations of employees now have to learn how to work together under one roof. In most workplaces, this is realistically limited to four generations, with people born shortly after the Second World War having to adapt to the working styles of their digitally savvy colleagues, and those younger employees having to respect the experience and traditional ways of working of older peers. But how do working patterns of these very distinct generations differ and how are businesses adapting to this new norm?

# GENERATIONAL WORKING

## HOW DIFFERENT GENERATIONS COMMUNICATE IN THE WORKPLACE

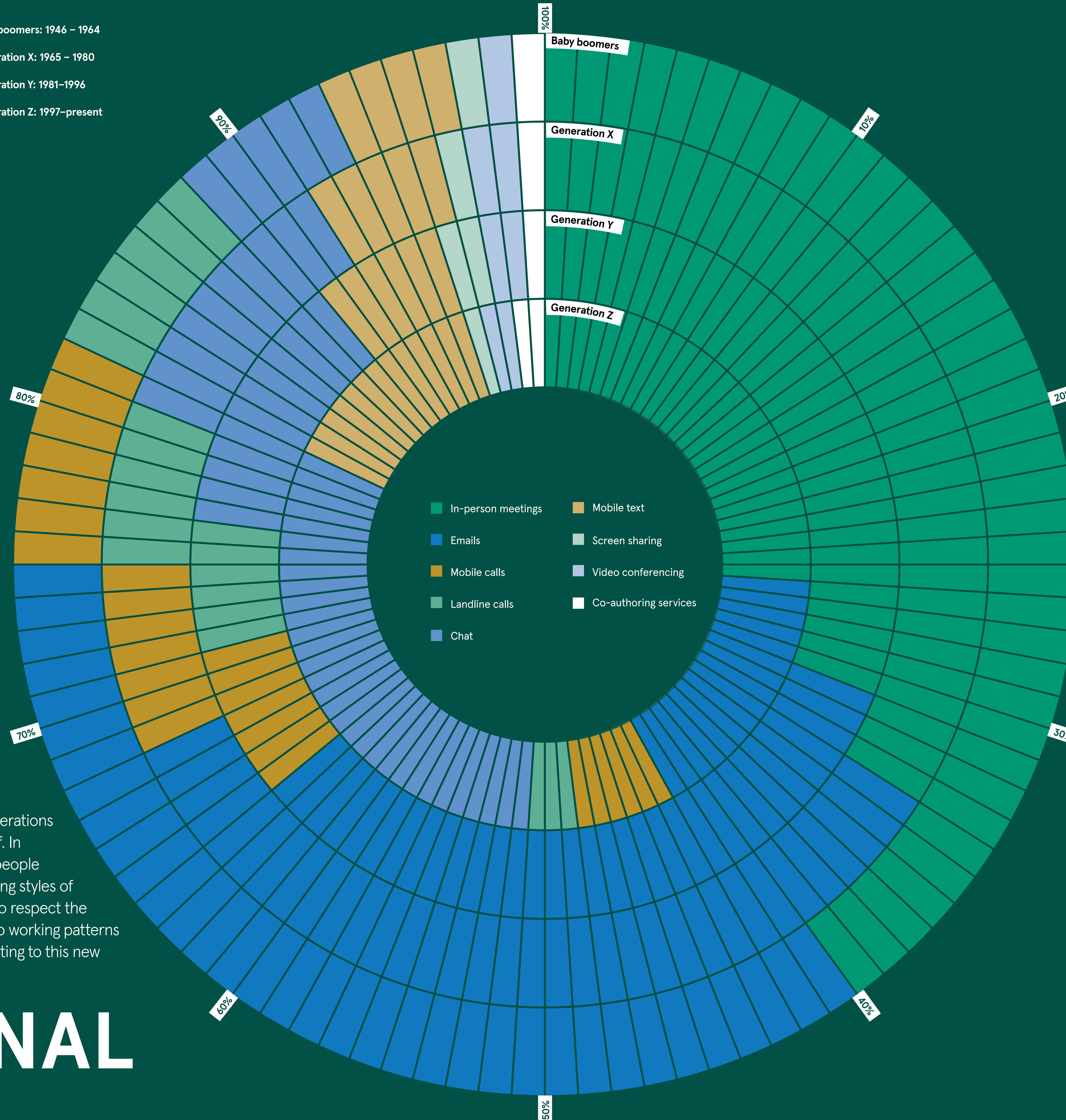
Amount of time different generations spend with the following communications at work

Baby boomers: 1946 – 1964

Generation X: 1965 – 1980

Generation Y: 1981–1996

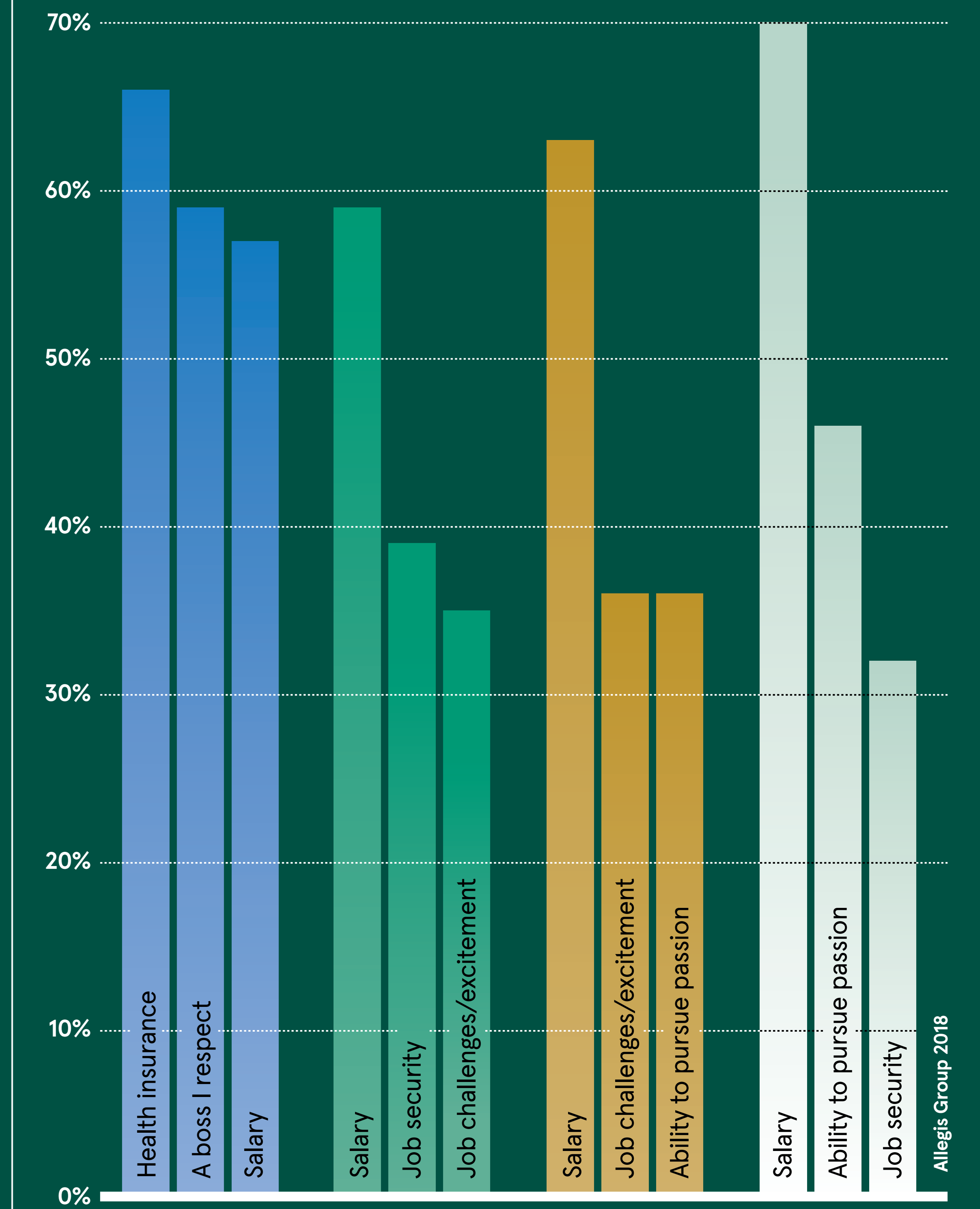
Generation Z: 1997–present



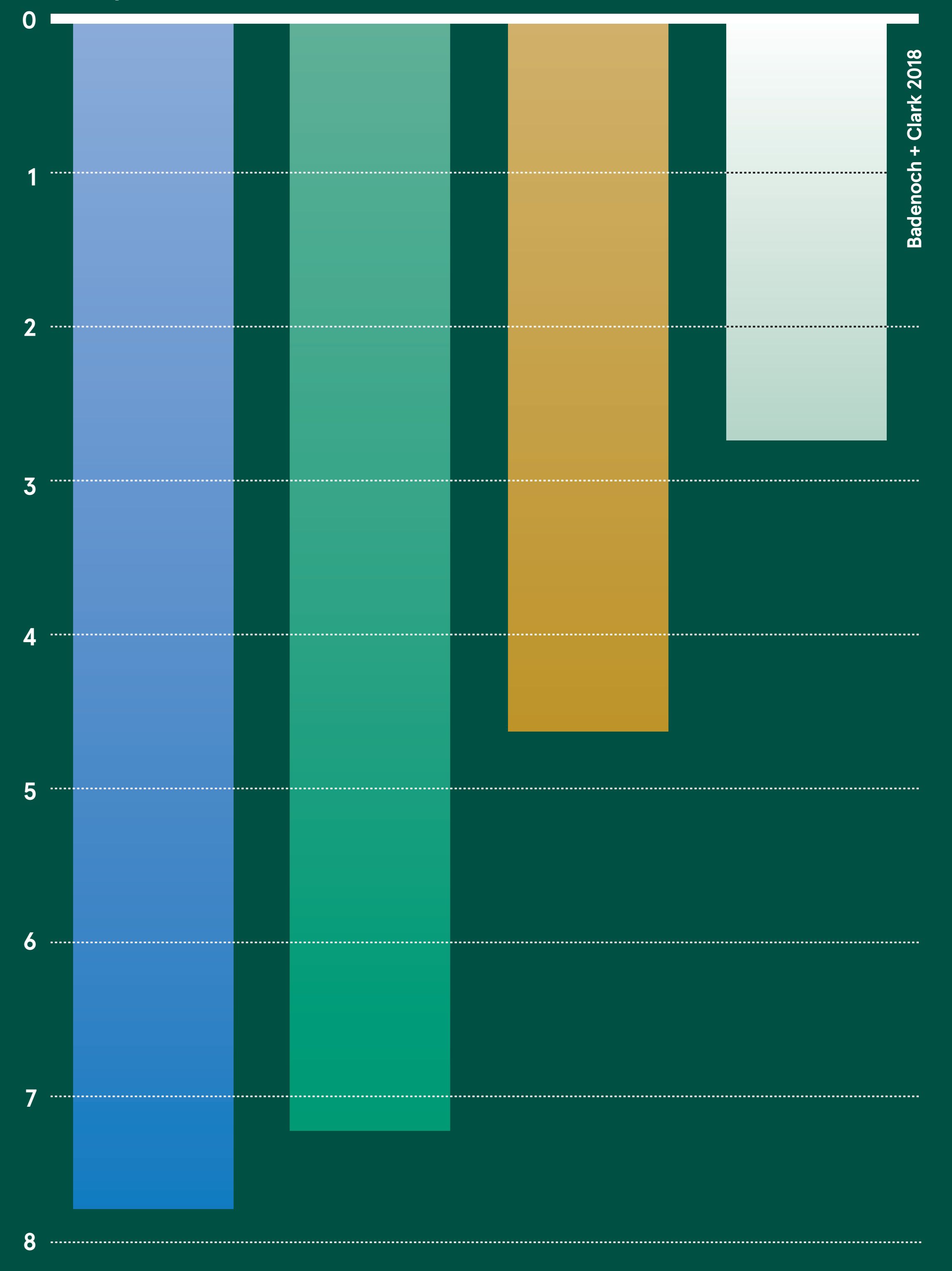
Microsoft 2018

## TOP WORK MOTIVATORS FOR DIFFERENT GENERATIONS

Percentage of different generations who said the following were important



Allegis Group 2018



Badenoch + Clark 2018

## MULTI-GENERATIONAL LOYALTY

How long the following generations on average would like to spend at a company in any one role (years) combined