Generational Communication Differences in the Workplace

BABY BOOMERS
GENERATION X
MILLENNIALS
AND GEN Z

By understanding and addressing generational differences, organizations today can build incredibly strong, innovative teams – combining the energy and tech-savvy of younger workers with the wisdom and perspective of their more experienced colleagues.

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Generational Communication Differences in the Workplace:

Baby Boomers, Generation X, Millennials, and Gen Z

The challenges of managing multi-generational workplaces are nothing new. But the issues seem more challenging than ever to navigate today, given the wide differences in formative life experiences, expectations, and even stereotypes among the different age cohorts.

Understanding the differences in communication styles and preferences between Boomers, Xers, Millennials, and Gen Z in the workplace is vital to maximizing business performance and minimizing friction. The obstacles are considerable, but the potential benefits are substantial and include improved retention, engagement, and collaboration.

This eBook will detail the characteristics and communication preferences of the different workplace generations and explain how some of those elements came to be. It will explore the business impact of managing a multi-generational workforce effectively (as well as the risks of getting it wrong) and, most importantly, provide practical guidance for successfully managing these distinctively different generations.

Understanding the Generational Landscape at Work

- **Baby Boomers**, born between 1946 and 1964. While most members of this age group have now retired, Boomers still comprise 15% of the U.S. labor force.

- **Generation X**, born between 1965 and 1980. They account for nearly a third (31%) of all U.S. workers, and more than half (51%) of all positions in corporate leadership.

- **Millennials**, born from 1981 to 1996. They are the largest age cohort in the workforce today, making up 36% of all employees.

- **Gen Z**, born between 1997 and 2012, is the fastest-growing age cohort in the workforce. In 2023, it passed Boomers in terms of workforce share and now accounts for 18% of all employees.

Understanding how life experiences during their formative years have shaped these generations' differing attitudes toward work and communication preferences is vital for creating a cohesive team environment. Leaders should explore how activities to improve communication skills in the workplace can help.

Generational Share of the Labor Force
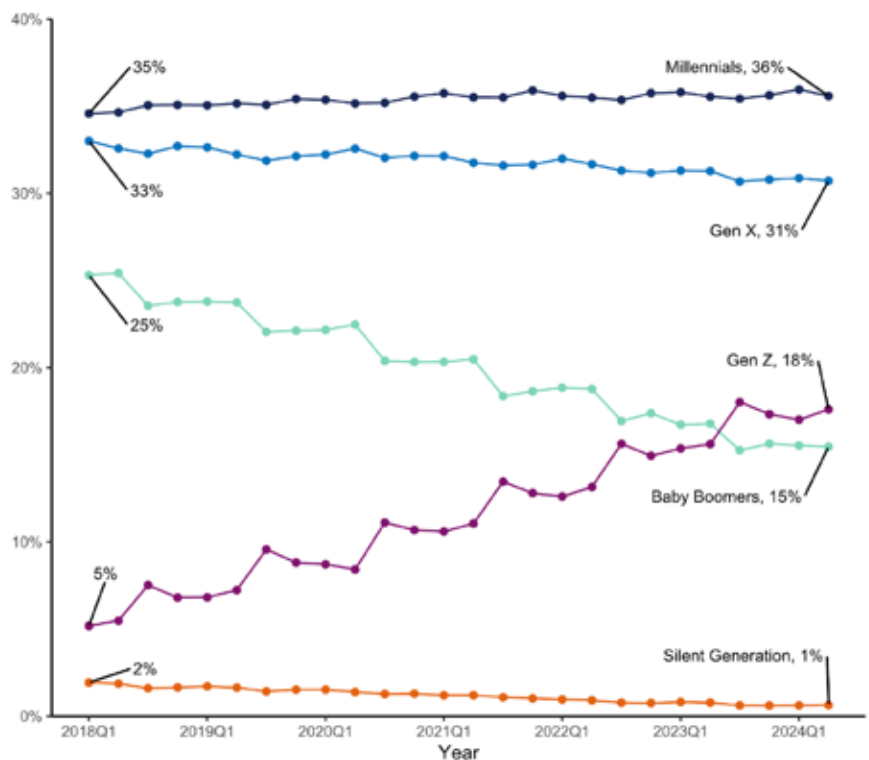
Source: analysis of CPS Basic Monthly Samples (2018–2024) accessed via IPUMS

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Formative Years: Baby Boomers (born 1946-1964)

Boomers came of age during the turbulent 1960s and inflationary 1970s. Though they respected the sacrifices of the Silent Generation, they rebelled against some of their values, such as frugality, wanting more out of life.


Baby Boomer
- Born 1946-1964
- Prefers face-to-face communication
- Starting to embrace modern digital technology
- Social Media Preferences: Facebook & LinkedIn

Generation X
- Born 1965-1979
- Prefers email communication
- Comfortable with technology
- Social Media Preferences: Facebook & Twitter

Milennial
- Born 1980-1994
- Prefers email or text
- First "digitally native" generation
- Social Media Preferences: Not loyal to any particular social media outlet

Generation Z
- Born 1995-2012
- Likes written communication, but in-person meetings in the workplace
- Expects quick responses
- Social Media Preferences: Instagram & Snapchat

The music was great, the fashion and home decorating style not so much. In terms of the workplace, the notion of spending one's entire career at the same company was disappearing (along, for better or worse, with guaranteed pensions). Boomers were the first generation to use personal computers at work; the Apple I was introduced in 1976, the first IBM PC was launched in 1981, and the Macintosh debuted in 1984.

Formative Years: Gen X (born 1965-1980)

Key events during Gen Xer's formative years included the energy crisis, the fall of the Berlin wall, the space shuttle Challenger disaster, and the Exxon Valdez oil tanker spill. Even the oldest members of this group have little memory of the days when there were only a few over-the-air TV channels to choose from; most grew up amid the rapidly expanding popularity of cable TV.
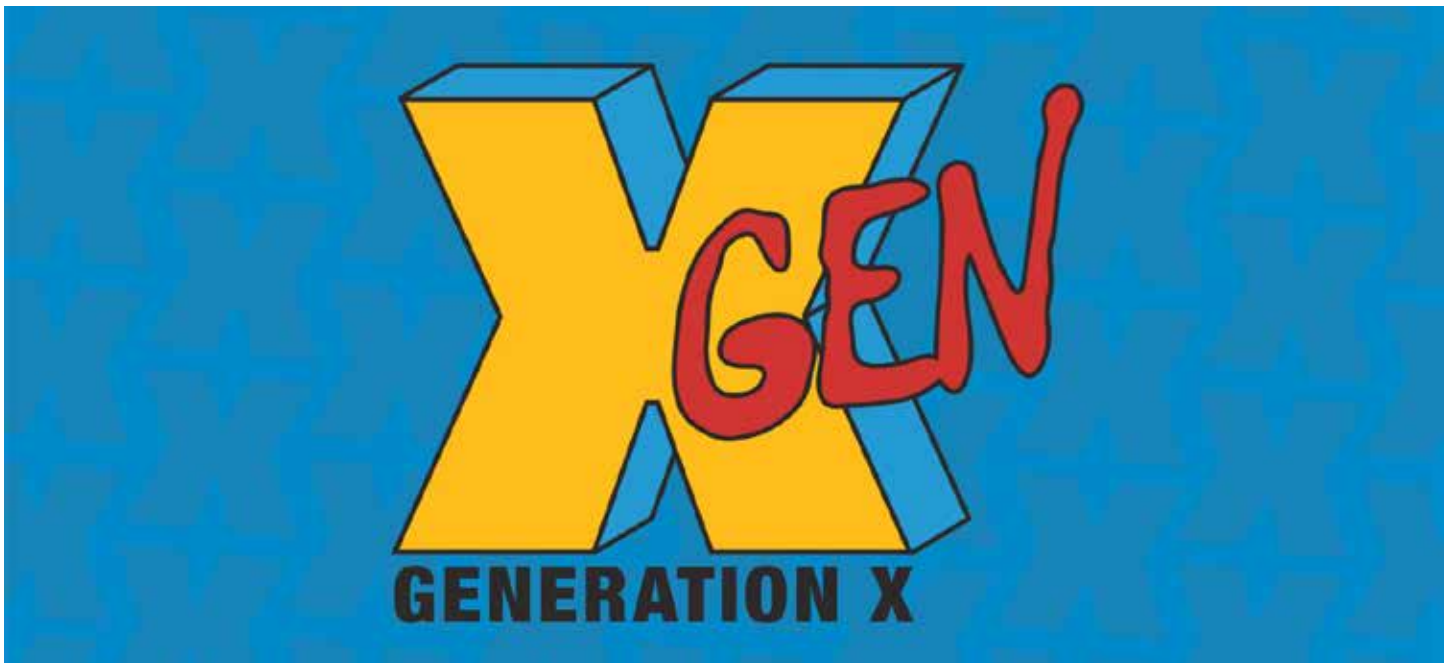
But according to *Management is a Journey*:

"It's important to understand one critical event for many Gen Xers: the fact is that many of them grew up as latchkey kids. It's also true that their generation comes from families with the highest percentage of divorce. This has taught them the importance of having both self-reliance and a healthy dose of skepticism…

"Given the uncertainty of their times, it's easier to understand the adaptable and sometimes skeptical nature of Gen Xers. I frequently refer to them as the real winners of Survivor."

In terms of the workplace, "Gen Xers are flexible, independent, skeptical and technologically savvy. They are also increasingly the BOSS in today's organizations." They are practical, self-reliant, informal, and flexible.

Formative Years: Millennials (born 1981-1996)

Among the [big events during the young lives of Millennials](#) were the dot-com boom (and bust), the 9/11 attacks, the 2003 invasion of Iraq, and the Great Recession of 2008-9.

The key developments that impacted both the work and personal lives of Millennials were rapid advances in digital technology. Even the oldest Millennials were still in their early teens when Internet access started becoming widespread, and their early 20s when cell phones became popular.

Millennials were the first generation to largely grow up with web and mobile phone technologies, and it's reflected in their comfort with new tech. In the workplace, they're attracted to collaboration, flexibility, and [student loan assistance](#). Though they value perks like [professional development training](#) and healthcare coverage, they also place importance on autonomy ([72% would like to be their own boss](#) someday).

Perhaps somewhat surprisingly, per Forbes, "57% of Millennials are very happy at work — making them the happiest generation," while "60% of Millennials find great meaning and purpose at work — making them the most-fulfilled generation." And as noted here recently, [Millennial nostalgia is having a moment](#).

Formative Years: Gen Z (born 1997-2012)

As the first truly [digital-native generation](#), members of Gen Z (as well as younger Millennials) are tech-savvy and think digital first in the workplace. But they've also experienced digital technology as a double-edged sword.

For all its advantages in terms of easy access to any type of information and instant communication, personal technology can also be isolating. Online gaming and social media have increased feelings of isolation, while arguably the most impactful event in Gen Z's lives – the COVID-19 pandemic – enforced separation.

For Gen Z members of different ages, COVID impacted their high school, college, early career years, or a mixture of those. As the *Business Journals* and elsewhere have noted, Gen Z workers "[have been shaped by their environment](#), including a Great Recession in childhood followed by a global pandemic during high school or college."

Further, a significant number of Gen Z members "[entered the job market](#) during the post-pandemic labor shortage, a period of time marked by soaring salaries and a turnover tsunami that led to short job tenures for many Gen Zers," while "[many graduates missed key early work experiences](#) like internships, which limited their exposure to workplace dynamics and professional etiquette."

Though physically separated for part of their formative years, Gen Z was also the first generation to grow up connecting with others and expressing themselves through social media, which also impacts their workplace communication style and expectations.

It's little wonder that many in this generation have different attitudes and preferences than older workers, and have struggled to adapt to the expected norms of earlier generations.

> " GEN Z WORKERS HAVE BEEN SHAPED BY THEIR ENVIRONMENT, INCLUDING A GREAT RECESSION IN CHILDHOOD FOLLOWED BY A GLOBAL PANDEMIC DURING HIGH SCHOOL OR COLLEGE."

Characteristics of Baby Boomers, Generation X, Millennials, and More

Understanding each generation's common workplace characteristics, priorities, attitudes toward work, and communication styles is vital to creating a positive, productive workplace culture and helping employees build collaborative relationships with coworkers. In The Ultimate Guide to Navigating a Multigenerational Workplace, *Fast Company* writer Janya Sundar provides an excellent overview of these generational characteristics pulled from an Indeed.com survey.

Key Characteristics: Baby Boomers

Per Sundar, "roughly a third of Baby Boomers (born between 1946 and 1964) described themselves as responsible, cooperative, and dedicated. Meanwhile, Gen Z, millennials, and Gen X agree that boomers are responsible. Millennials go as far as to add 'dedicated' into the mix."

Boomers are the most formal of the four generations in the workplace in terms of communication and also the most likely to prefer face-to-face conversations.

Key Characteristics: Gen X

According to *Fast Company*, "Generation X (born between 1965 and 1980) sits as the 'middle child,' and like the stereotypical family dynamic, are hyper independent. Currently, more than half of Fortune 500 CEOs are part of Gen X, as are many of the movers and shakers in the tech world. They include Jeff Bezos, Tim Cook, Satya Nadella, Larry Page, and Sergey Brin, which stands to reason since they all came of age during the personal computer revolution."

Members of Gen X are fine with email or face-to-face communication, but they don't like to waste time. Their emails can be terse, and they don't like meeting when an email will suffice.

Key Characteristics: Millennials

Again from the *Fast Company* article, "Millennials (born between 1981-1996) are… moving into management and leadership roles. They look for unique work experiences, trustworthy managers, convenience, and jobs that provide purpose-driven work. In surveys, millennials described themselves as hardworking. In fact, every generation described millennials this way, except for baby boomers," who described them as "responsible and cooperative."


According to a CareerBuilder study, "The majority of millennials choose face-to-face communication when given the option… (while) 35% choose email or texting as their preferred method."

Key Characteristics: Gen Z

Once more from Sundar's article: Gen Z (born between 1997 and 2012) is "the most entrepreneurial and socially conscious generation." They are the first generation to prioritize mental health and wellness, vote in droves when it comes to sustainability and climate change, and will be the first generation to write their college applications or cover letters with advanced technology like generative AI.

"Over a third of Gen Zers described themselves as hardworking. Millennials agree, but they are the only generation to do so... Gen Z was more likely to be described as lazy or selfish by other generations, except for boomers, who were more likely to describe millennials that way."
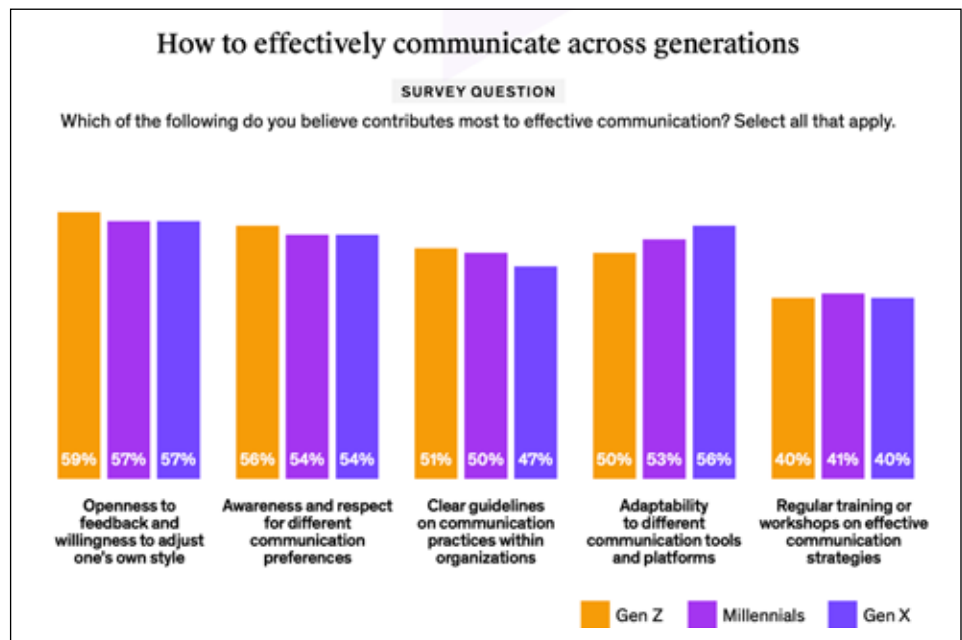
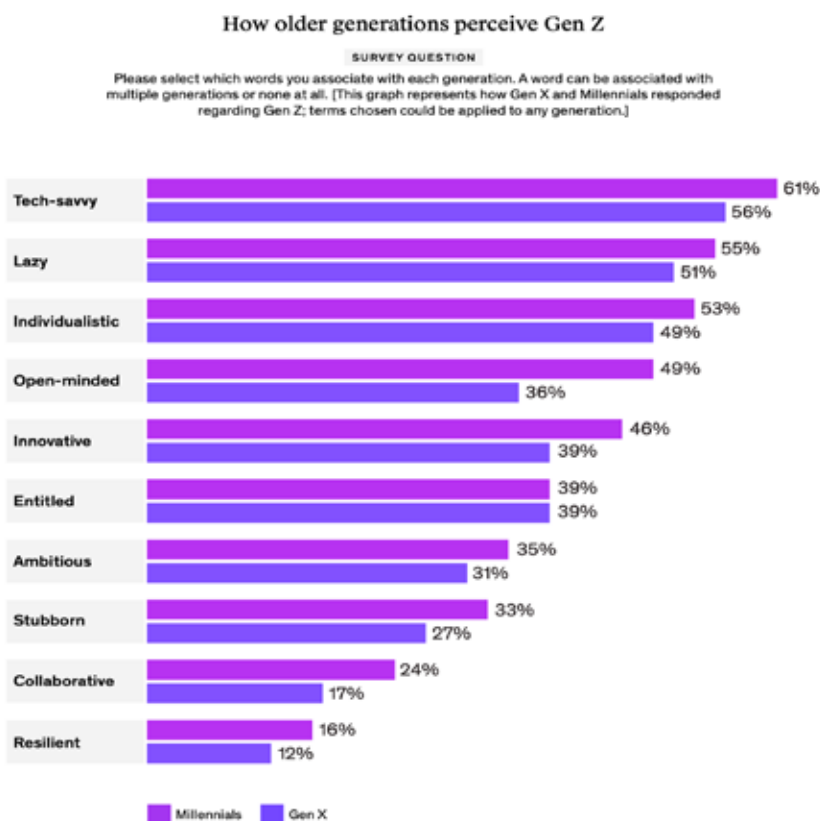Source: *Gen Z in the Workplace Report* from Udemy Business

Gen Z workers prioritize their employer's "being a force for good in society" and the organization's alignment with their values. This age group is also "the most ethnically and racially diverse generation that values working in diverse, inclusive workplaces." They value being part of diverse and inclusive teams.

Being digital natives, this generation is the quickest to embrace new technology – which can make these workers valuable as artificial intelligence (AI) is increasingly adopted in new areas. They are also the most assertive, which can get them labeled as "spoiled" or "needy" by older generations. But Gen Zers just see this as standing up for themselves.

According to a recent Udemy survey quoted in *The Business Journals*, "Millennial and Gen X workers are most likely to say Gen Z workers are tech-savvy but lazy. Millennials and Gen Xers also said Gen Z workers are individualistic and open-minded, but that they are also entitled.

How older generations perceive Gen Z

SURVEY QUESTION

Please select which words you associate with each generation. A word can be associated with multiple generations or none at all. [This graph represents how Gen X and Millennials responded regarding Gen Z; terms chosen could be applied to any generation.]

	Millennials	Gen X
Tech-savvy	61%	56%
Lazy	55%	51%
Individualistic	53%	49%
Open-minded	49%	36%
Innovative	46%	39%
Entitled	39%	39%
Ambitious	35%	31%
Stubborn	33%	27%
Collaborative	24%	17%
Resilient	16%	12%

"A lot of what Gen Z wants in the workplace is the same as other generations, such as flexibility and work-life balance. Gen Z, though, wants more clear communication and transparency about job expectations. They also want more support for professional development, as well as a positive and inclusive team culture."

Source: *Gen Z in the Workplace Report* from Udemy Business
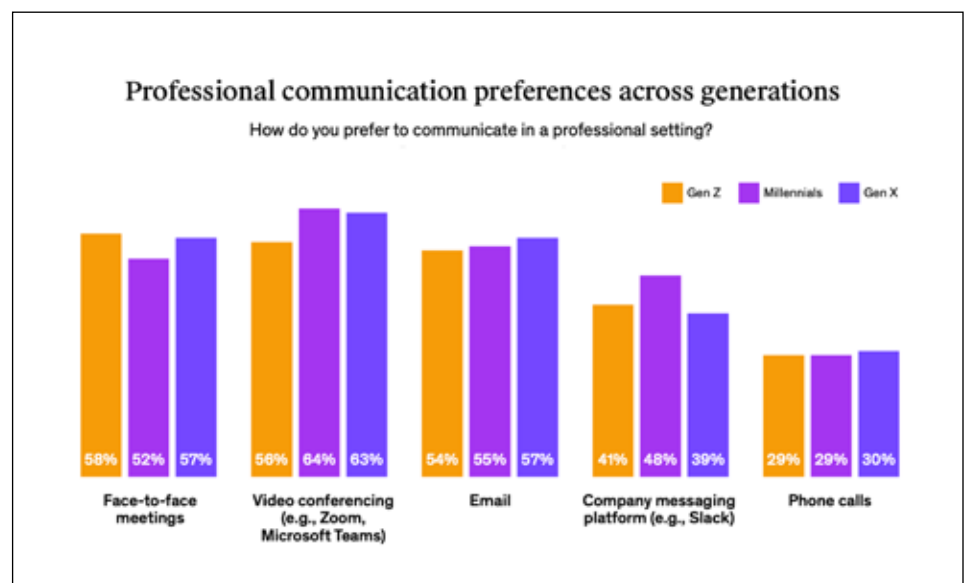
Communication Preferences by Generation

Generational differences in upbringing during their formative years, as detailed above, influence the communication preferences in the workplace of each age cohort. Mismatched communication styles can lead to misunderstandings and even conflict in the workplace.

To prevent such issues, it's vital that employees at all levels and in all generations learn about these differences and try to respect them. Personality assessment workshops like

Myers-Briggs Type Indicator (MBTI) Training or a DiSC Workshop can help teams understand and adapt to not only communication preferences based on personalities but also generational differences.

Here's a look at the general communication preferences and styles of different generations.

Professional communication preferences across generations

How do you prefer to communicate in a professional setting?

Gen Z   Millennials   Gen X

	Gen Z	Millennials	Gen X
Face-to-face meetings	58%	52%	57%
Video conferencing (e.g., Zoom, Microsoft Teams)	56%	64%	63%
Email	54%	55%	57%
Company messaging platform (e.g., Slack)	41%	48%	39%
Phone calls	29%	29%	30%

Source: *Gen Z in the Workplace Report* from Udemy Business

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Baby Boomers' Communication Style

Boomers tend to prefer formal, hierarchical communication methods. They appreciate face-to-face conversations and well-defined communication processes.

According to the University of California, Berkely, Boomers "tend to favor auditory interactions, such as in-person meetings or phone calls, where the nuances of voice and a personal connection can convey sincerity and commitment."

In addition, Boomers "place a high value on hard work and loyalty." They are willing to commit to their organization but expect that commitment to be reciprocated. They value consistency along with "clear hierarchies and defined paths of progression."

It should also be noted that both Boomers and Zoomers (Gen Z) often experience age discrimination in the workplace. Per a survey from **Intelligent.com**, "4 in 5 Gen Z workers said generational stereotypes have negatively impacted their careers."

In Why a culture shift is necessary to address age-related discrimination, journalist Marq Burnett writes, "49% (of Gen Z workers) said stereotypes have stunted their career growth," while "92% of older employees feel compelled to conceal their age or downplay their experience... Young workers get piled on because of their lack of experience while more experienced workers endure flak because of their age."

Organizational leaders need to recognize the persistence of ageism, or age bias, and work to assure that workers of all generations are recognized and appreciated for the skills and experiences they bring to the workplace.

Generation X's Communication Style

Generation X values direct, concise, and independent communication in the workplace. Gen Xers generally take a more balanced approach to using both traditional and digital communication channels than Boomers.

If they ask for feedback, be direct. Respect their time and experience, and provide growth opportunities.

According to [Stay in the Game](#), members of Generation X "are adaptable, resilient, and independent, stemming from a common experience of growing up with parents that worked full-time. They are innovative problem-solvers and self-starters, and most are accustomed to figuring things out on their own… They are capable of working independently and maintaining high productivity levels."

In terms of communication style, Gen Xers are less formal and hierarchical than Boomers. They're comfortable with email as well as face-to-face communications. Gen Xers place "a high value on honesty and transparency. Avoid micromanaging, but don't be afraid to provide feedback." If they ask for feedback, be direct. Respect their time and experience, and provide growth opportunities.

Communication Styles of Millennials and Gen Z

Millennials tend to favor frequent feedback and quick, tech-driven communication methods. They're fine with email but rely more on collaborative, open communication platforms like Slack, Teams, or texting.

Members of Gen Z often prefer fast, digital-first communication methods, such as texting, social media, and instant messaging platforms. They value authentic, transparent communication and are comfortable with multitasking across various digital tools.

While older Millennials are broadly similar to Gen X in terms of communication preferences and styles, younger Millennials are more similar to Zoomers. As noted by senior reporter Andy Medici in *The Business Journals*, members of Gen Z and young Millennials have the highest dissatisfaction with the quality of leadership in their industry of any age group.

"Gen Z leaders demand ethical behavior, transparency, and purpose-driven missions — qualities they say are lacking in today's workplaces. Organizations that fail to adapt to these demands risk losing their youngest and brightest talent… Gen Z and younger millennial leaders want to be included in decision-making, be informed, and be given a clear growth path, along with a flexible schedule" and want to be treated with the respect they feel they deserve.

According to Sundar, "core communication values typical of Millenials and Gen Z" include:

- **Transparency and honesty:** Open, transparent leadership "is one of the top three qualities both generations look for in an employer." Be trustworthy, but don't rely entirely on trust — be prepared to back up your statements with facts and data.

- **Meaningful conversation:** Millennials "don't mind conversation — as long as it's in-depth and purposeful." Avoid unnecessary meetings. Gen Z values being included and listened to.
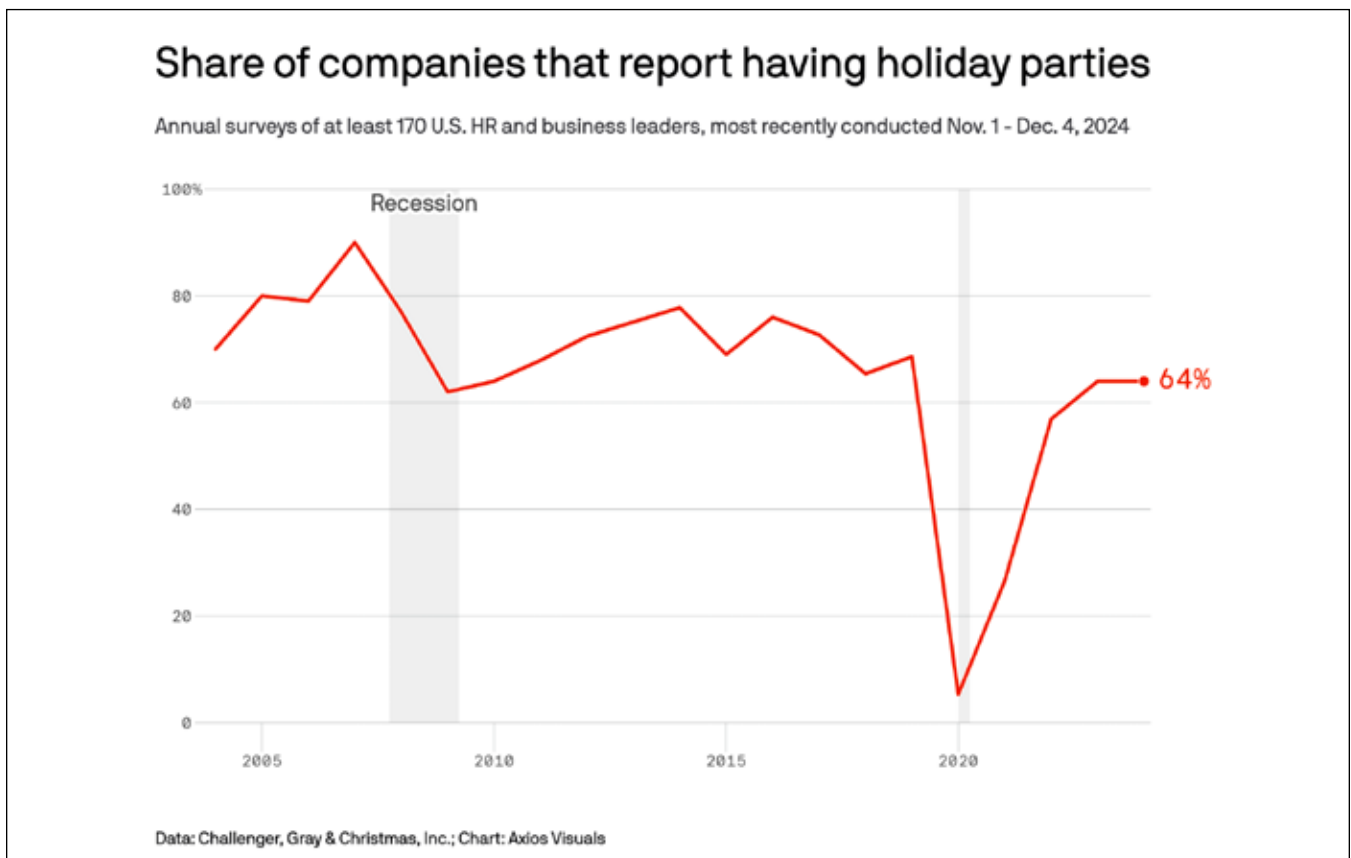
- **After-hours communication:** While 38% of Millennials say "there's never an inappropriate time for their manager to contact them" (more than any other demographic), the bottom line is that most members of all generations prefer to have their personal time respected.

One final note about the preferences of the two younger workplace generations, per Axios:

"The traditional corporate holiday bash is falling out of fashion as younger workers opt for more meaningful and activity-filled, less alcohol-saturated festivities... 42% of Gen Z workers surveyed would prefer no alcohol or a moderate amount at the party — compared to 37% of all workers. (And) more than half of Gen Z and Millennial workers say they'd prefer a themed party with interactive elements (escape rooms, games, etc.) — compared to 44% for Gen X and 25% of Boomers."

Share of companies that report having holiday parties

Annual surveys of at least 170 U.S. HR and business leaders, most recently conducted Nov. 1 - Dec. 4, 2024

Data: Challenger, Gray & Christmas, Inc.; Chart: Axios Visuals

Bridging the Gap Between Generations

While differences in communication styles between generations are inevitable, communication conflicts in the workplace are not. Leaders can take action to help employees across generations recognize, respect, and adapt to these differences. Adapting communication styles to generational preferences helps build stronger workplace relationships and improve collaboration.

Seven Tips for Managing Generational Communication Differences in the Workplace

Effectively managing communication across generations is essential for helping teams work together better and keeping the company on track for meeting overall organizational goals. Here are seven practical steps leaders can take to improve cross-generational understanding.

1. Host training sessions to educate employees about generational communication differences.

Educating employees not only about *what* these differences are but also *why* they exist provides valuable context and encourages empathy.

Don't rely on lecture-format training alone, however: help employees of different generations learn from each other in small, multi-generational breakout groups. As Sundar notes, "Learning from one another can transform multigenerational workplaces into rich environments of shared wisdom and innovation."

2. Combine generational insights with professional development training.

Per Sundar's *Fast Company* article:
"Both Millennials and Gen Z value learning and development that takes them a step closer to achieving their ambitions. For Gen Zers, their primary motivation lies in bettering themselves. One report found that 80% of Gen Z workers would prefer a job that allows them to explore many new skills over one that requires them to focus on a single task... Similarly, professional recruitment consultancy Robert Walters found that 91% of Millennials consider the potential for career progression when choosing a new job."

Older workers also appreciate learning new skills. One effective approach is to work with Best Corporate Events to customize a training program like Igniting Team Performance® or Competition to Collaboration® to incorporate learning about generational differences.

3. Encourage "communication preference check-ins" during onboarding.

Addressing communication styles and preferences demonstrates professional respect and can help avoid misunderstandings or even conflicts later on. New employee onboarding and orientation should address new employee communication and interaction skills as well as preferences. As noted in a recent MSN article about Gen Z struggles in the workplace:

"They [Gen Z] don't know basic skills for social interaction with customers, clients, and co-workers, nor workplace etiquette… As a result, it is up to the company to properly onboard the new employee and give ample training. In addition, the boss needs to act as a [coach as well as a manager](#)…

"Although (some) employers are currently hesitant to hire Gen Z due to a higher rate of dismissals and challenges integrating them into the workforce, they still make up over 25 percent of the workforce. As a result, companies need to spend more money and time on training, and their Gen Zs will thrive."

4. Don't sweat the petty things.

Think hard about what your company's "non-negotiables" are when it comes to employment policies, and which aspects are just part of respecting differences.

One key example is your approach to remote work: while many companies are implementing [return-to-office (RTO) mandates](#), and with solid reasons, providing employees with some [flexibility in balancing remote with in-office work](#) can have significant impacts on employee happiness, engagement, and retention.

As noted in a *Business Journals* article on [how Gen Z is making the workplace more casual](#), "In a tight labor market, perks like a more casual dress code are simple to implement and can have a significant impact on recruiting and retention," said Bill Stoller, Express Employment International CEO. "Some values, however, like punctuality and workspace cleanliness, should remain important to respect colleagues' valuable time and mutual space."

5. Tailor communication formats (emails, messaging apps, meetings) based on generational preferences, and provide the tools.

To start, invest in and promote company-wide collaboration tools that accommodate multiple communication styles. As a leader, model behavior that demonstrates mutual respect by using each employee's preferred communication whenever feasible while also making clear that certain types of information will be shared through the most appropriate channels — such as email for longer, group announcements, and in-person meetings for team project check-ins.

6. Create mixed-generation mentoring programs to share perspectives.

Don't limit your organization's approach to mentoring to just more senior employees coaching newer, younger workers. Instead, develop ways for your people in different age groups to mentor each other.

As noted above, Boomers and older Gen Xers have the unfortunate but common experience of being impacted by age-related stereotypes to bond over. Older employees have experience and wisdom to share with younger Millennials and Gen Z, while those generations have valuable perspectives and knowledge (beyond just digital technology use) to share with their more senior colleagues.

Fast Company writer Amelia Dunlop advises organizations to engage in two-way mentorship, which is "similar to reverse mentorship but with the opportunity for both sides to learn and grow. Senior members have the opportunity to provide skills, onboarding, guidance, and counsel to someone newer in the workforce (while they can) learn a great deal from someone from the younger generation. This practice can help equip managers with actionable insights to better coach and connect one-on-one with Gen Zers."

7. Host engaging team building events to build workplace relationships and communication skills.

According to *Business Journals* reporting on a survey of hiring managers, between a third and one-half of all respondents said they'd rather use a robot or AI to do a job, hire a freelancer or retiree, or even leave a position unfilled rather than hire a recent graduate.

This is despite the fact that 88% of respondents reported that their companies were struggling "somewhat" or "a great deal" to find talent. Why the resistance to hiring Zoomers?

"According to the research, 52% agree or strongly agree new college graduates don't have the right skill sets. Additionally, 55% agree or strongly **agree with the idea that new grads don't know how to work well on a team**, and 49% agree or strongly agree they have poor business etiquette."

As we wrote in our post on team building activities that work, all professional team building activities help participants improve communication, collaboration, and problem-solving skills – while building stronger relationships with coworkers and having fun! They help new employees get to know their coworkers better outside the normal work setting while reinforcing company culture and behavioral norms.

For example, in our Bridge to the Future and Pipeline programs, small teams each build part of the final assembly while collaborating with other teams to ensure that every component fits together in the end.

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For an added dimension of meaning and emotional impact, charitable corporate social responsibility (CSR) programs like our Bike Build Donation® or Mini-Golf Build and Food Donation combine all the benefits of team building with giving back to the community – perfect for idealistic Gen Zers.

MSN adds, "To counter these perceptions (laziness, unprofessionalism, poor communication skills), **young job seekers should focus on building soft skills like communication, teamwork, and time management.**" Again, team building can be part of the solution in terms of teaching teamwork and time management, particularly corporate scavenger hunts.

Build-a-Wheelchair®

Mini-Golf Food Donation

City SmartHunt®

Avoid Over-Reliance on Generational Generalizations

While understanding that formative events can shape typical preferences and communication styles across age groups, recognize that each of us are individuals.

For example, because Gen Z is regarded as tech-savvy doesn't mean they will automatically understand *workplace* technology (there's a world of difference between TikTok and Salesforce) or the norms and best practices of how to use it in your office environment. Make sure that training is part of new employee orientation.

Be particularly careful about negative stereotypes, such as that members of Gen Z are "lazy and entitled" or that Boomers can't learn and embrace new technology. Sundar makes this point:

> "While all the various research and data points above offer us insight into how generations view themselves and each other, it's important to recognize the limitations of such data, says Jessica Kriegel, author of *Unfairly Labeled: How Your Workplace Can Benefit From Ditching Generational Stereotypes*…

"In her book, Kriegel explores how remarkably similar the generations are, and how damaging labels can be to both employers and employees… Instead of making generalizations about people based on their age, or building workplace systems around the perceived needs of a particular generation, Kriegel has a much simpler solution.

"The sum total of all of my advice is 'You need to talk to each other and figure out what's going on in your organization, and not apply these broad brushstrokes of Millennial nonsense."

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"Remember that individuals are unique. The first step to guiding yourself successfully through your multigenerational workplace is to put the time and effort in to get to know your employees as people first."

As noted in the earlier section here on "Communication Preferences by Generation," personality assessment workshops can reveal much more about individual communication styles and preferences than assumptions based on age. These workshops help employees better understand how their own personality traits impact their communication style as well as those of their teammates.

The Business Impact of Addressing Generational Communication

Aligning communication across generations can positively impact business outcomes, from enhancing collaboration to improving employee satisfaction and boosting productivity. Here's a closer look at six specific benefits of understanding and addressing generational communication differences in the workplace.

Reduced Workplace Conflict

Alleviating risks stemming from misunderstood communication can prevent unnecessary workplace conflict. But because some level of conflict is inevitable, professional development workshops like [Conflict Resolution Training](#) teach strategies needed to handle disagreements and discord with respect and professionalism.

Strengthened Relationships Among Team Members
Better communication builds stronger bonds. Per *Fast Company*'s Sundar, "Understanding generational differences is essential not just for improved workplace communication but for bridging ambitions, aligning values, and cultivating a culture of respect and growth across age groups."

More Innovative Ideas

Research shows that dieuse teams enhance innovation.
Diversity includes more than race, ethnicity, life experience,
and gender. Age plays a key role in diversity in the
workplace.

Increased Retention and Engagement

Employees who feel heard and respected are more
likely to stay. Per the *Business Journals*, keeping workers
of all generations engaged is "part of the evolution
that businesses have to undertake if they want to be
competitive in attracting and retaining the best talent."

Less Formality in the Workplace

Again as noted in the *Business Journals*, Gen Z is making
the workplace more casual, and not only in terms of dress
codes (though even Boomers won't complain about
wearing more comfortable clothes to the office):

There's been a "remarkable shift in workplace culture
and expectations, much of which can be explained by
generational change… This is not just another trend that
will fade; it is a structural change in the way business is
conducted and workers perform their work."

More Effective Onboarding

New employee orientation should include team building
to kickstart workplace relationships across generations
along with practical guidance. Per Andy Medici, HR leaders
should set up "an onboarding process that clearly states
what's expected of new hires in order to be successful at
the company and should include non-tangible skills in
their training, such as problem-solving" and workplace
collaboration.

Implementing Solutions with Best Corporate Events

Professional development training and team building activities offer fun and effective ways to help bridge communication gaps in the workplace. Best Corporate Events offers more than 120 programs that enhance employee engagement and communication, and can be customized to meet your organization's specific goals.

These programs range from team building events that emphasize communication across age groups like Momentum or our Go-Kart Competition to purposeful CSR programs such as Hydroponics for Hunger to our tech-enhanced City SmartHunts®.

Momentum

GoKart Challenge

Hydroponics for Hunger

Flourish as a Multigenerational Workforce

Generational conflict is nothing new. More than 2,000 years ago, [Aristotle said](#), "*They (young people) have exalted notions because they have not been humbled by life or learned its necessary limitations; moreover, their hopeful disposition makes them think themselves equal to great things.*"

If generational differences in the workplace today seem more extreme than in the past, it's partly explained by the immense differences in experiences during their formative years. Boomers and even most Gen Xers were well into their adulthood before the Internet, cell phones, and social media became ubiquitous. Members of Gen Z not only grew up with the technology but key parts of their young lives were disrupted by a global pandemic.

But by understanding and addressing generational differences in communication style and preferences, organizations today can build incredibly strong and innovative teams – combining the energy and tech-savvy of younger workers with the wisdom and perspective of their more experienced colleagues.

Leaders can take proactive steps toward fostering an adaptable, inclusive, and productive communication environment through effective onboarding, ongoing training, investing in a flexible communications infrastructure, and using team building and social events to strengthen cross-generational workplace relationships.

To find out more about how tailored corporate team building, CSR events, and professional development training can improve intergenerational communication and collaboration in your workplace, [contact Best Corporate Events](#) and start the conversation.

Thank You!

About Best Corporate Events

Best Corporate Events® was formed in 2010 through a merger of top companies in the fields of team building, professional development, and interactive event technology. Together, we formed a great team that designed programs, tweaked, tested, trademarked, and delivered team building programs, charitable CSR events, training sessions, and professional development workshops.

We began developing **SmartHunts**®, our event apps in 2012 and have delivered thousands of corporate scavenger hunts nationwide.

We attracted top facilitators, who deliver amazing in-person programs for corporate groups with 25 to as many as 6,000 participants.

As we continue improving and expanding our in-person program lineup, we also added over 50 virtual and hybrid programs.

And today, we are proud to have the *highest Customer Trust-Score* in our industry.

We help companies ignite their teams' performance and achieve their goals with fun, challenging, and rewarding programs and events. We'd love to design and deliver a program for your team!

YOUR FEEDBACK PLEASE

Thank you for reading! We'd love to get your feedback about this eBook. Please send your comments to:

Feedback@BestCorporateEvents.com

FIND THE PERFECT PROGRAM FOR YOUR TEAM

Let's talk! You can connect with us at:

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