

Jennifer George Q&A

Question	Answer
Perfect intergenerational interaction that just happened!	
What about culture and race and immigration affecting intergenerational views and conflict especially in terms of parenting styles?	This is a really big question and each of these variables are webinars on their own! The Code Switch podcast might be an interesting place to start if you'd like to know more about race and culture, while Parenting for the Culture might be a good place to start with race and parenting.
What generation says Perfect all the time?	I think it's most often associated with Millennial and Gen Z, especially if it's used as a term of sarcasm or lack of seriousness.
I was born in the early 60's, but feel very between Boomers and Gen Z. Any advice for those of us who are between two?	Sometimes we have a bit of a discrepancy between our chronological age (how many years we actually are) and our age identity (how old we actually feel). You have a chance to really be a bridge between older and younger generations in the workplace because you have life experience but also a perspective that may lean younger. Being able to say "Here's how we did this thing then, and here's how I'd do it differently now" can offer a perspective that offers wisdom and reflection, values that are important to the Boomer generation (work ethic/experience) and Gen Z (reflection). You are in a great place to build generational understanding, question longstanding assumptions or practices, and model what intergenerational respect, cooperation, and connection can look like!
Never really understood why folks born as late as the early 60s are lumped in with baby boomers tho	I just found the term Generation Jones when I was researching this comment. As it turns out, there is a small group of people born between 1954-65 who are termed Generation Jones! "The first half were in their (Baby Boomers) teens and twenties during the Summer of Love. Whereas Jonesers came of age during Watergate, and they relate to music of the 80s more than the 70s. Boomers were active

	in the protests of the 60s, but by the time Jonesers went to college, protests had died out."
Was generation X ever the majority? I suspect no. ~We were skipped!	No (Dr. George)
"Defining Financial Success" - is that for an individual or family?	Individual
What do you see contributing to Gen Zs views on income and net worth at such a high level?	Grind culture. Lots of influences who show off wealth. Growing up after the 2008 financial crisis made them feel like they needed lots of money for things like a house... (Dr. George)
Will this presentation recording be sent to all of us?	Yep! As soon as the closed captions are prepared. The slides will also be shared. (Alex)
I'm curious if there are generational differences in desired relationships in the workplace--we sometimes hear that Millennials care a lot about workplace connection, were taught to view work as a center of their life, etc.	I am hopeful this got answered in the later slides of the presentation, but if not and you'd like to know more please don't hesitate to connect with me.
What should UMN instructors know about how best to teach the current generation in their courses?	Phew! I wish I had all of the answers for this one. I think first and foremost students want to know why what they are learning matters and how it's relevant to their lives. We also need to recognize that our attention spans are objectively getting shorter, too. On average, we have an attention span of 47 seconds before we switch screens, a decrease from two and a half minutes in 2004 (Mar, 2023). The shorter attention span has implications for how we teach and how we balance lecture with more active learning strategies in the classroom. I regularly listen to the Teaching in Higher Education podcast and the Cult of Pedagogy (both website and podcast).
Dress, for example. It has become a lot less formal..I worked before Casual Friday = before that jeans would never have been ok	Gave an example of Mad Men - for the dress (suit/tie = men; dresses = women). (Dr. George)
There is a lot less* sexism to be expected now	Yes (Dr. George)

My colleagues and I have noticed a LOT of workplace tension between Gen Z and prior generations. Advice in how to navigate those tensions?	“Carefully” They feel a lot of pressure to appear competent Underprepared, but overconfident Try to build connections as people first, and colleagues second. (Dr. George) <i>GenZ is still young, so while some of the difficulties are maybe generational differences, I think a good part of this is being new to the workplace. (chat response)</i> <i>Agree! I find Gen Z really expect to be accommodated and comfortable...sometimes to the point I wonder if they expect me to hold their hands, so to speak. (chat response)</i> <i>I appreciate that Gen Z is good at setting boundaries in the workplace and I think other generations can learn from them. It's "where" they set boundaries that challenges me. The notion of privacy is completely different. (chat response)</i> <i>Gen Z has been told it's their job to fix the world that previous generations broke. I can't imagine any greater stress. (chat response)</i> <i>I also think gen z has grown up with a lot of political division our whole lives, that makes the notes on values of an employer or coworkers super important (chat response)</i> <i>Yes--and it's stressful to simultaneously be in a workplace where you see inefficiency and be told that our funding could get cut any time, but also be told to be patient and let folks adjust slowly, not push recommendations too hard, etc. This is helping me see the dynamics playing out in those conversations. (chat response)</i>
As a person working with multiple generations, how do we delineate the generation and personality of who we are working with?	Generations might give us a clue to the framework in which they grew up but personality gives us a framework to understand who they are and how they operate on an individual level. Use generations as a broad guideline but use interpersonal connections and relationships to inform interactions

Relationship with technology	I feel like this dynamic is prevalent across generations: - Digital Natives: Grew up with tech. Comfortable with and can wield it. - Digital Immigrants: Didn't grow up with tech, but learned to wield it. - Digital Refugees: Didn't grow up with tech, can be intimidated by it. (<i>chat response</i>)
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