

Kids These Days: Learning to Thrive in a Multi-generational Classroom and Workplace

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Quiz

- According to our records, how long have people been whining about the new generation of young people?
 - A. Since the millennials arrived on the work scene, so about 27 years
 - B. Since the greatest generation, post WWII, so about 72 years
 - C. Since the time of Horace, the Roman poet who lived from 65 BC to 8 BC, so about 2050 years.

what year were these quotes were written?

- 1. "The Chairman alluding to the problem of young people and their English said his experience was that many did not seem able to express or convey to other people what they meant. They could not put their meaning into word, and found the same difficulty when it came to writing."
- 2. "[Young People] are high-minded because they have not yet been humbled by life, nor have they experienced the force of circumstances."

More examples to delight and surprise you

- 3. “What really distinguishes this generation from those before it is that it’s the first generation in American history to live so well and complain so bitterly about it.”
- 4. “They think they know everything, and [they] are always quite sure about it.”
- 5. “We defy anyone who goes about with his eyes open to deny that there is, as never before, an attitude on the part of young folk which is best described as grossly thoughtless, rude, and utterly selfish.”

Goals

- Gaining an understanding and appreciation for all generations
- Get us thinking about our own opinions about the students in our classrooms and the colleagues in our buildings

Of what generation do you belong?

Generations at a Glance

BIRTH YEARS	ALSO CALLED	DEFINING MOMENTS
GREATEST GENERATION		
1901-1924	"GI Generation"	<ul style="list-style-type: none">• World War I• Roaring Twenties• Great Depression
TRADITIONALISTS		
1925-1945	"Silent Generation"	<ul style="list-style-type: none">• Great Depression• World War II
BABY BOOMERS		
1946-1964	"Boomers"	<ul style="list-style-type: none">• JFK Assassination• Civil Rights• Vietnam• Hippies• Sexual Revolution• Moon Landing• American Dream
GENERATION X		
1965-1981	"Baby Busters" "Gen-Xers"	<ul style="list-style-type: none">• Challenger Explosion• Berlin Wall• Divorce• MTV• Latchkey Kids
MILLENNIALS		
1982-2000	"Echo Boomers" "Generation Y"	<ul style="list-style-type: none">• 9/11 attacks• Y2K• School shootings• Social media
iGEN		
2001-Present	"Homelanders" "Screeners" "Generation Z"	<ul style="list-style-type: none">• Great Recession• Terrorism• Technology

**New Law Students will be
Millennials or GenZ until about
2026**

And then IGEN shows up

Gen Z: Born after 1992

- How many people in this country were born after 1992?
- What shapes them?
- How do they see themselves?
- How do they see their peers?
- Aversion to risk?
- What are their goals?

Studies of GenZ show us they have:

- Lowest reported self-esteem
- Lowest rate of reported coping skills for life, relationships, and graduate school
- Lowest rate of patience
- Lowest rate of deeply formed, meaningful personal relationships

Fault? Not theirs

- Technology
- Parenting
- Instant Gratification
- Corporate and Academia

We need to harness the talent and the energy.



Next steps?

- Provide transparency whenever possible
- Help them develop their skills
 - Give them face-to-face feedback and frequent evaluations
 - Give them opportunities for professional development
- Encourage and use their technology skills
- Celebrate failure (yours and theirs)
- Give them opportunities for real success

Harness this Generation

- Take aways?
- Questions?