



Timely Information for Personal Success

## Boomers & Millennials aren't the Same.... And that is Okay!

*In today's increasingly diverse workplaces, Baby Boomers and Millennials need to get along more than ever. Last month, we presented a Millennial's view on what Boomers need to know about them. Here are some key things Millennials need to know about Boomers.*

### **We are Digital Immigrants...**

Millennials grew up in a digital world. Boomers had to adapt to technology much later in life, which has been no easy task for many of us. The dynamic between digital natives and digital immigrants is very much like the one our parents' generation experienced in the 1930s and '40s. Immigrants, mainly from Europe, didn't speak the English language or they spoke it clumsily. They didn't know how to do things, were socially awkward, and appeared slow on the uptake.

I think this is how Boomers come off to Millennials when we use digital technologies – and let's face it, we often feel that way ourselves, being surrounded as we are by co-workers who speak the digital language fluently.

You may think us dimwitted and out of touch, *but we aren't helpless*. There's a middle ground you need to find when coaching us up on digital skills, between treating us like first graders and racing through the lesson as though we were born with smartphones in our hands. Most of us will "get it," but it will probably take time.

### **... But Speed isn't Everything**

There's another dimension to this with serious business implications. Boomers tend to see Millennials as being terrific at gathering information,

*continued on Page 2*





CLIP-N-SAVE!

[www.fitnessmagazine.com](http://www.fitnessmagazine.com)

## Healthy Recipe: Easy Egg & Bacon Sandwich

### INGREDIENTS:

- 2 strips turkey bacon
- 1-1/4 cups egg whites
- 4 slices whole-grain bread, toasted
- 1/2 cup shredded nonfat cheddar cheese
- 1-1/4 cups diced, seeded plum tomatoes
- Cracked black pepper and salt to taste
- Cooking oil spray

### NUTRITIONAL VALUE:

- Calories per serving: 338
- Carbohydrates: 47 g.
- Protein: 34 g.
- Fat: 5 g.
- Saturated fat: 1 g.
- Fiber: 7 g.

### DIRECTIONS:

- ➊ Microwave turkey bacon strips for 3 minutes or until crisp. Set aside.
- ➋ Whisk together the egg whites, salt and pepper. Coat a non-stick skillet with cooking spray and heat the skillet.
- ➌ Add the egg white mixture. Cook and stir about 1-1/2 minutes or until egg whites are set.
- ➍ Spoon the egg whites onto the toast. Top with cheese, turkey bacon and diced tomatoes.

*LifestyleTIPS*®  
 2020 © Write it Right LLC  
 395 Grove St., Iola, WI 54945  
 Phone: 715-445-4386  
 Website: [writeitrightllc.com](http://writeitrightllc.com)  
 Email: [mjacquart@writeitrightllc.com](mailto:mjacquart@writeitrightllc.com)

Editor/Publisher: Mike Jacquart

*LifestyleTIPS*® is published as a monthly insert included with an *EAR* subscription. Contents are not intended as a substitute for actual medical advice. Editorial material should be used with discretion by the reader and is not endorsed by the owner, publisher, editors, or distributors.

To order a personalized, color version of *LifestyleTIPS*® with the name of your EAP, call 715-445-4386 or email us at [mjacquart@writeitrightllc.com](mailto:mjacquart@writeitrightllc.com). Pricing will vary depending on the quantity ordered.

### Boomers & Millennials aren't the Same.... And that is Okay!

*continued from Page 1*

but not so terrific at analyzing it or at thinking things through. We come from a time when research meant 10 hours poring over books rather than 10 minutes skimming through Google searches.

The challenge – and the opportunity – for Millennials lies in figuring out how to leverage Boomers' analytical skills and admittedly ponderous work habits to cut down on missteps and maximize business results.

#### Recognize that all Boomers are not the Same

Stereotyping is always dangerous, and with Boomers, it simply can't be done – our life experiences are fundamentally different. If you understand a bit about what formed our worldviews, you'll have an easier time understanding and leading us.

A great example of the stark differences among Boomers is the Vietnam War.

❖ *Early Boomers* (whom I'll call Patriots), those born toward the beginning of the line in 1946, were still very close to the World War II experience and didn't question the need when they were asked to serve their country.

❖ *Middle Boomers* (Protesters), who came a little later, couldn't have been more different. This was the anti-war, free love, drugs and rock and roll wing of our generation. Instead of standing in line to enlist, these Boomers turned on, tuned in, and dropped out.

❖ *Late Boomers* (Pragmatists), who appear around the end of the line in 1964, came of age when these earlier Boomer extremes were engaged in intellectual, and at times physical, combat. Perhaps as a result, this group was and continues to be all over the board in its thinking. Too young to serve in Vietnam, they were never forced to make a full commitment one way or another.

Trying to pigeonhole a generation like this into a convenient management box is difficult, if not futile. However, the more you know about the events that shaped us in our formative years, the better you'll be able to anticipate our responses. For instance, an early Boomer is apt to be a good soldier, following your lead right or wrong. A middle Boomer will fight you every step of the way, whereas a late Boomer will judge every one of your decisions on its own merits.

#### Summary

Boomers are counting on Millennials to come up with ideas to make organizations grow, to be good stewards and courageous leaders. And on a day-to-day level, we enjoy working with you because your energy keeps us young. There will always be a few grumpy old men and women, but, for the most part, you should find us receptive to change and eager to help. The point is: *We need each other.* ■

Source: Brad Shorr, AllBusiness Contributor Group to Forbes magazine.