

INTERGENERATIONAL COMMUNICATION

Handout Prepared for Soroptimist International

TWO COMPONENTS TO INTERGENERATIONAL COMMUNICATION

Life Cycle Stage- The Life Cycle is a series of stages we all experience: Infancy, Childhood, Teenager, Emerging Adult, Adult, Older Adult. As a Teenager/Emerging Adult we are focused on building an *identity*. As an Emerging Adult/Adult we are focusing on *intimacy* (partnering). As an Adult/Older Adult we are working on *generativity* and *integrity*, building a life and leaving a legacy. Application: The perspective and considerations about having a child will be very different between an Emerging Adult and an Older Adult.



Life Cycle

Generation- Generation is the specific cohort a person grows up with. The Generation's values and world view is shaped by events and experiences of its time. Application: The perspective and considerations about having a child will be very different from a woman who grew up in the '40s than from a woman who grew up in the '70s.



Generation

THE FOUR GENERATIONS

The Veterans
1922-1945



Baby Boomers
1945-1960



Generation X
1960-1980



Millenials
1980-2000



Shaping Events: Great Depression, WWII, economic boon, automobile & highways (mobility), atom bomb	Shaping Events: Civil rights, space travel, cold war, sexual revolution, assassinations, music- Elvis, Beatles, Woodstock	Shaping Events: Women's liberation, energy/economic crisis, Iran-contra, Challenger explosion, MTV, Berlin wall fall	Shaping Events: 9-11, OK City bombings, school shootings, technology, Clinton Lewinsky, mega church (conservatism)
Values: Hard work, frugality, dedication, sacrifice, & rules	Values: Individual choice, community involvement, self-actualizing, health & wellness	Values: Diversity, techno literacy, fun & informality, autonomy, friends not family	Values: Marketing & branding self, lifestyle & flexibility, respect must be earned
Leadership style: Direct, command & control	Leadership style: Consensual, collegial	Leadership style: everyone is the same, challenges others	Leadership style: TBD
Communications: Formal/memo, one on one	Communications: In person	Communications: Direct, immediate	Communications: Tech based (cell or computer application)
Interaction: Individualistic	Interaction: Team player	Interaction: Entrepreneurial	Interaction: Participative, exceptional multitaskers
Other: Education was dream, save money, traditional family, sex on honeymoon	Other: Education is a birthright, divorcing, buy now pay later, affluent, sex in back seat	Other: Freedom is best reward, latch key kids, save \$, education to succeed, sex on internet	Other: Seek meaningful work, blended families, celebrate diversity, sex is protected
Life Cycle Focus: Integrity and Gerotrancendence- leaving a legacy & accepting old age. Retirement, managing income & expenses, medical issues	Life Cycle Focus: Generativity & Integrity- creating a life & legacy. Estate planning, Anxiety, depression dealing with life challenges, grandparenting	Life Cycle Focus: Intimacy & Generativity- creating a family & career. If parents, hyper focused. Relationships= urban tribe like the "Friends" tv show	Life Cycle Focus: Identity & intimacy- defining self and partnering. Work matters. Avoid emotional risks, financially dependent on family for now

