

**2008 CSREES  
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**Generations**

M.E.E.T. for Respect in the  
Workplace

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**VISIONPOINT**

*Training...with a passion*

# Learning Objectives

- Identify characteristics of the four generations in the workplace
- Recognize issues and situations that may be influenced by generational differences
- Apply practical tips for working successfully in a multigenerational workplace
- Use M.E.E.T. to communicate effectively and build a respect-filled workplace



# Four Generations in the Workplace

## 4 Generations

## Birth Years

Traditionalists

1925-1942

Baby Boomers

1943-1960

Generation X

1961-1981

Generation Y

1982-2002



# Generation Differences

- Feedback & Communication Styles
- Work Processes & Technology Focus
- Work Motivation & Rewards (work/life balance)
- Business Etiquette
- Dress & Grooming
- Authority, Leadership and Hierarchy
- Views about what is or is not respectful



# Traditionalists 1925-1942

## *Work style and values*

- Respect for rules, hierarchy and authority
- Dedication; hard work
- Loyalty
- Sacrifice
- Duty before fun
- Value tradition



# Baby Boomers 1943-1960

## *Work style and values*

- Work is a priority
- Optimistic
- Personal fulfillment
- Competitive
- Strong professional networks
- Value meaning



# Generation X 1961-1981

## *Work style and values*

- Self-reliance
- Desire flexibility
- Skepticism
- Technology
- Informal
- Value Balance (work/life)



# Generation Y 1982-2002

## *Work style and values*

- Fast paced (multi-tasking/multimedia)
- Tenacity/Directness
- Entrepreneurial
- Global diversity (people/perspectives/access)
- Technology savvy
- Value fun



# The M.E.E.T. Approach

M.E.E.T. helps a multigenerational workforce improve teamwork, productivity and customer satisfaction through:

- Communications
- Conflict Resolution
- Problem Solving



# M.E.E.T.

M – Make time to discuss

E – Explore differences

E – Encourage respect

T – Take responsibility



# Make Time to Discuss

- There's something I'd like to discuss.
- Do you have a minute?
- Can we talk about something?
- Can we talk for a few minutes in private?
- Does this time work for you?



# Explore Differences

- This is important because . . .
- The way I look at this is . . .
- What's your perspective?
- It could be . . .



# Encourage Respect

- I see your side . . .
- I've had a similar experience . . .
- I really appreciate the way you . . .
- This is important to both of us . . .



# Take Responsibility

- How about we agree to . . .
- Can you . . . ?
- I'll try to . . .
- I'm glad we talked.
- Let's try this for a couple of weeks and see . . .



# Communication Styles

## Respectful

- Descriptive
- Show Regard
- Connected

## Disrespectful

- Critical
- Disregard
- Disconnected



# Respectful Communication

Be Descriptive instead of Critical

*Descriptive communication describes the situation without negative judgments or assumptions*



# Respectful Communication

Show Regard instead of Disregard

*Demonstrate regard for the other person  
as deserving of time, attention  
and consideration*



# Respectful Communication

Be connected instead of disconnected

*Establishes a connection between you and the other person without seeming apart or distant from him/her or the situation*



**Questions?  
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