

Celebrate Diversity

#MOCelebratesDiversity



Each month, the Office of Equal Opportunity (OEO) celebrates the diversity of our state's workforce. We look forward to providing content that embraces the differences that make us better together. Check us out [here!](#)



Generational Diversity in the Workplace

By William Wehmer

Diversity in the workplace is extremely valuable. While there are many ways to find diversity in organizations, one that is sometimes overlooked is generational diversity.

Generational diversity is the concept of having a wide range of generations represented in the workforce. Having a workforce that includes multiple generations increase ideas, thoughts, and perspectives, creating value and opportunities from one generation to the next.

Today, there are five generations represented in our workforce:

1. **Traditionalists** or **Silent**: people born between 1925 and 1945;
2. **Baby Boomers**: people born during a “boom” in birthrates from 1946 to 1964;
3. **Generation X**: the latch-key generation born between 1965 and 1980;
4. **Millennials** or **Generation Y**: born during a time of economic growth in the U.S., from 1981 to 1996; and
5. **Generation Z**: the youngest members of the workforce born between 1997 and 2013.

Team members from each of these generations hold special traits, abilities, and strengths which allow us to have a broad range of talents in our workplaces.

Among the five generations, one thing to note is that common values remain constant for all workers at any age:

- Feeling a sense of respect
- Being heard
- Having opportunities for mentoring
- Receiving positive feedback
- Exchanging ideas

Reinforcing these common values and leveraging the unique skillsets of members across different generations leads to greater innovation and better solutions.

To learn more about the value of different generations in the workplace check out these resources:

[How Can Organizations Benefit from Generational Differences in the Workplace?](#) (6m video)

[Why We Should Embrace Generational Differences in the Workplace](#) (10m read time)