

Motivational DREAMS

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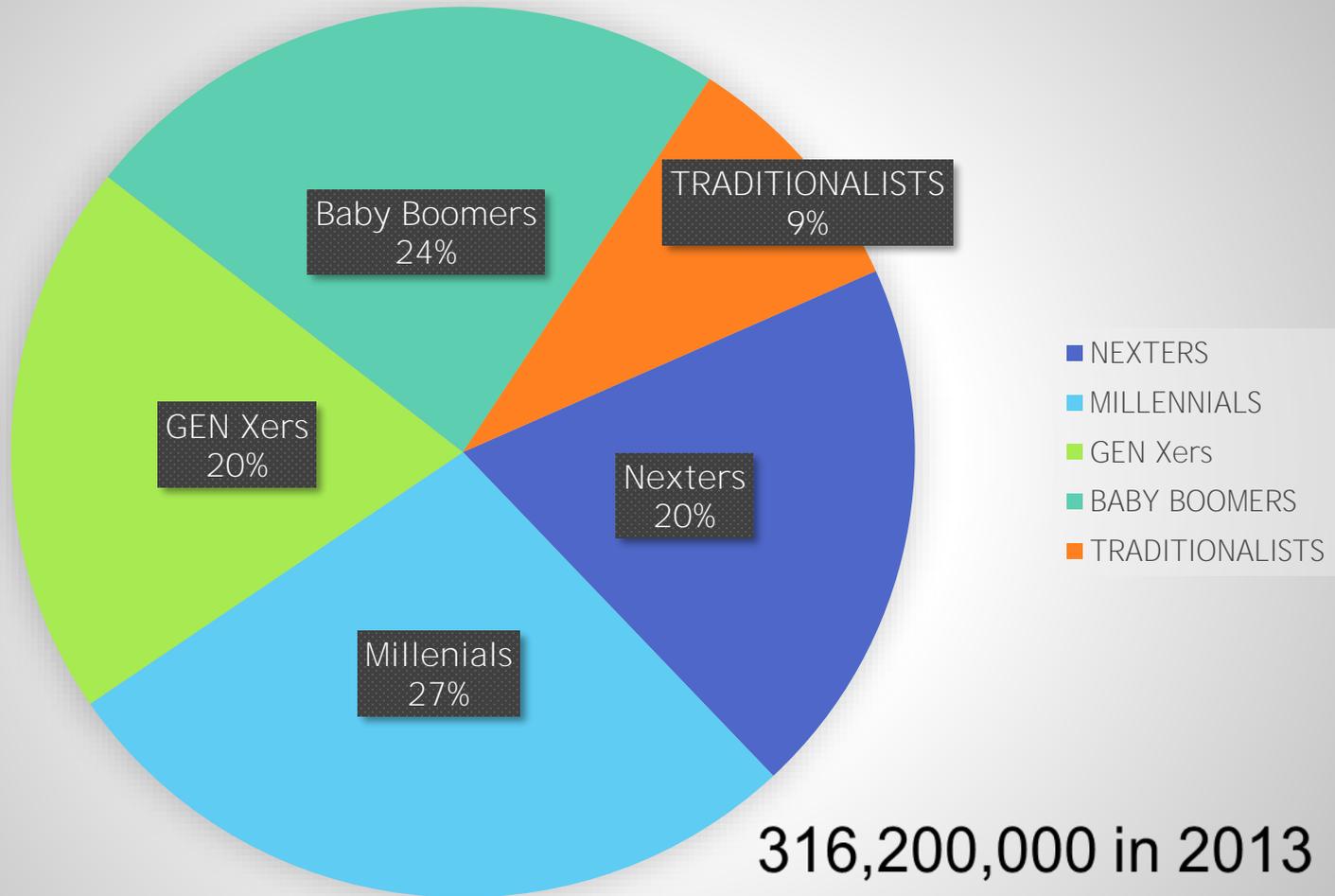
Ashley Showers

PANTE

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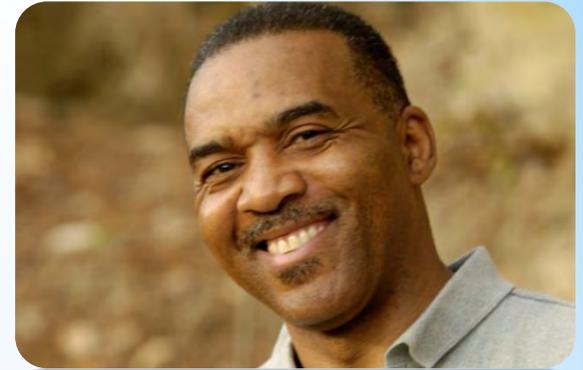
US Population



Objectives

- Identify characteristics and gain a better understanding of the three generations: Baby Boomers, Generation X and Millennials
- Improve communications and team work
- Accept personal responsibility in working together
- Provide tips and suggestions for overcoming generational differences

Baby Boomers



- Born between (1946 and 1964)
- Grew up with fewer rules and a more nurturing environment
- Lived in generally prosperous times, but experienced layoffs
- Women entered workforce in record numbers
- **Spend “quality time” with children**
- Excelling in their career is important
- Prefer telephone or face-to-face communication
- Desire challenge and opportunity

Generation X

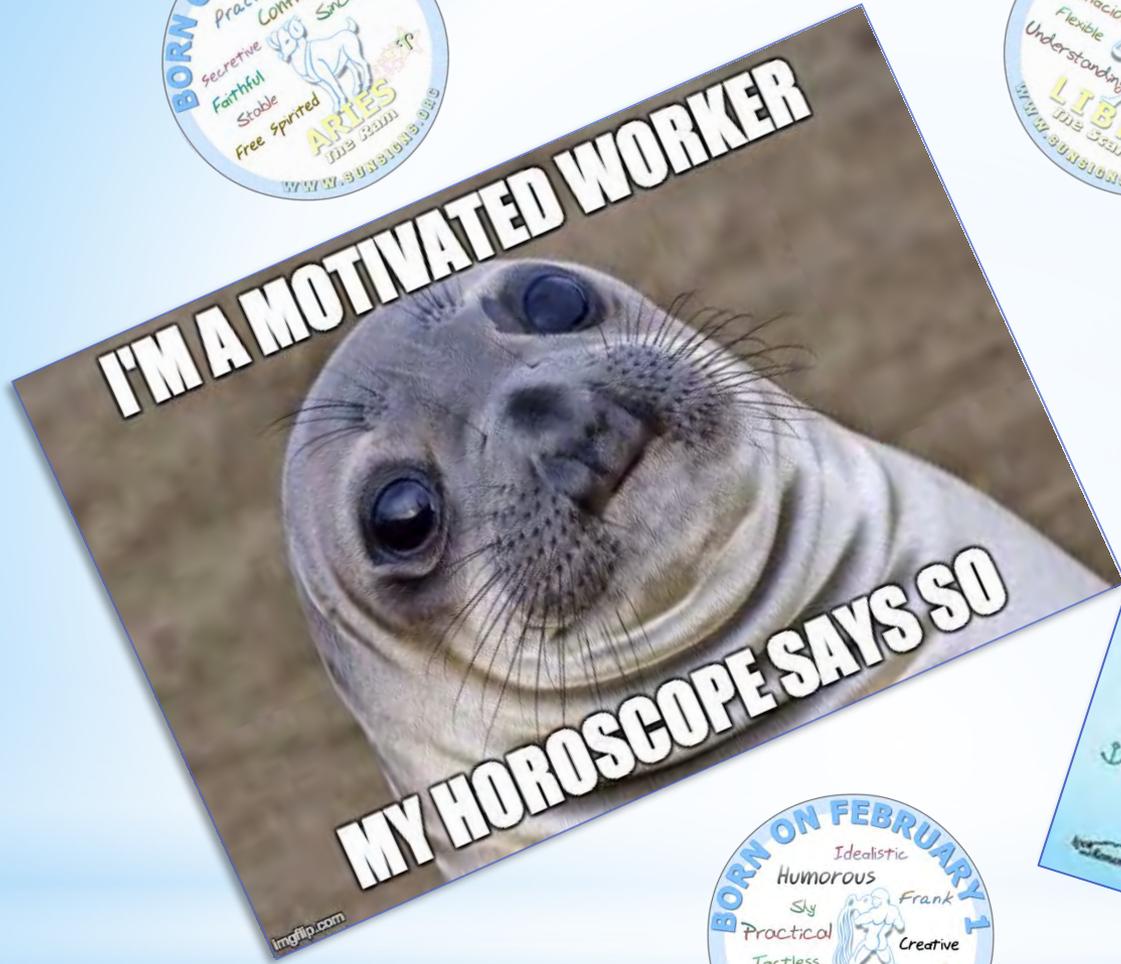


- Born between (1965 and 1976)
- It has been said that Generation X is the most ignored, misunderstood, and disheartened generation our country has seen in a long time
- Challenging Work
- Freedom to Manage Time and Work
- Give them a voice
- Feedback and Recognition
- Prefer electronic communications
- Change from job security to career security

Millennials



- Born between (1977 and 1999)
- Create a more flexible environment
- Fully leverage technology
- Create innovative programs around compensation, rewards and career decisions
- Build a sense of community
- Invest time, resources and energy to listen and stay connected
- Achievement oriented
- Want to build parallel careers - experts in multitasking



Busting the Myths

Top career goals	 Millennials	 Gen X	 Baby Boomers
Make a positive impact on my organization	25%	21%	23%
Help solve social and/or environmental challenges	22%	20%	24%
Work with a diverse group of people	22%	22%	21%
Work for an organization among the best in my industry	21%	25%	23%
Do work I am passionate about	20%	21%	23%
Become an expert in my field	20%	20%	15%
Manage my work/life balance	18%	22%	21%
Become a senior leader	18%	18%	18%
Achieve financial security	17%	16%	18%
Start my own business	17%	12%	15%

Busting the Myths

Attributes of the perfect boss



Millennials



Gen X

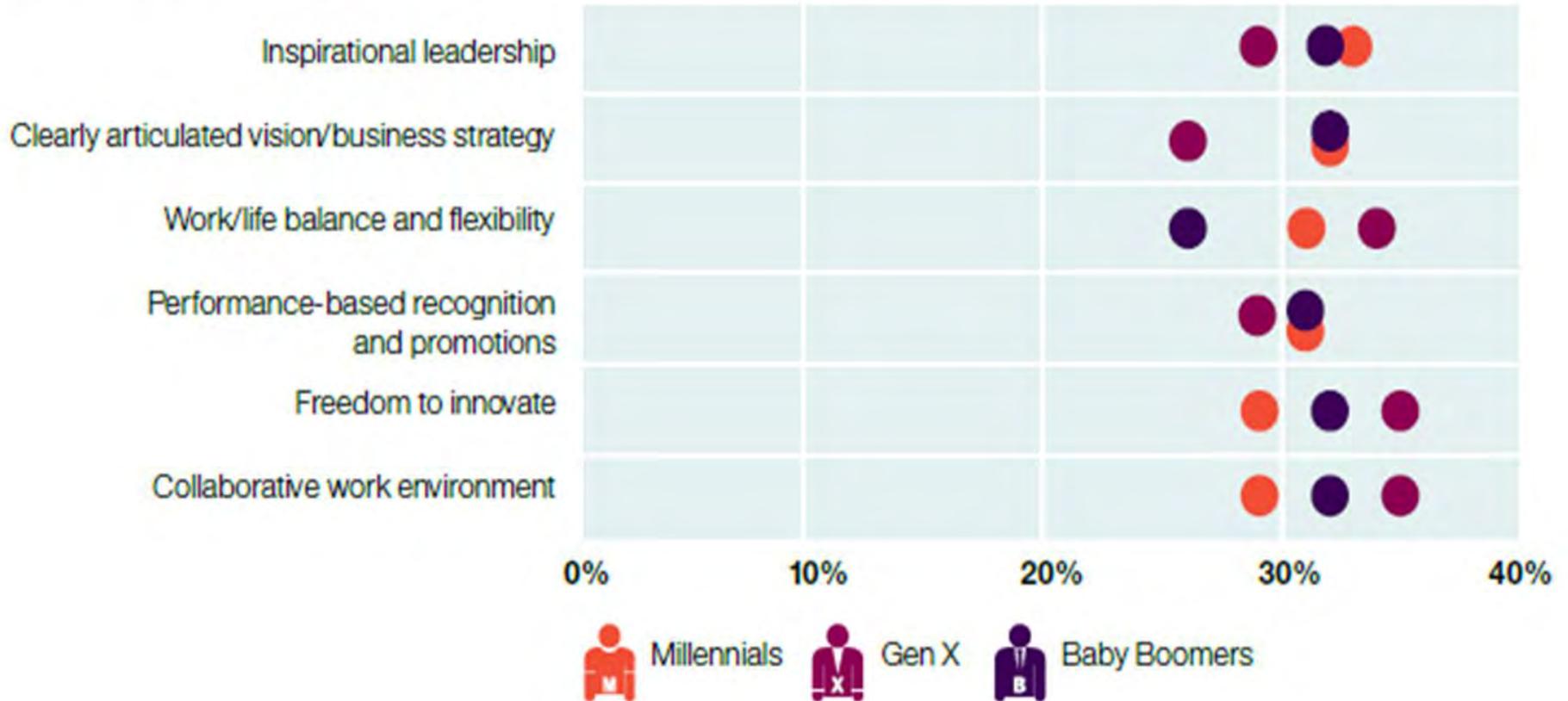


Baby Boomers

Attributes of the perfect boss	Millennials	Gen X	Baby Boomers
Ethical and fair	35%	37%	35%
Transparent and readily shares information	35%	42%	27%
Dependable and consistent	32%	27%	35%
Is open to new ways of doing things	31%	36%	34%
Clearly defines goals and expectations	31%	42%	30%
Recognizes my accomplishments	29%	26%	23%
Provides hands-on guidance and feedback	29%	24%	28%
Is interested in my professional development	28%	23%	31%
Lets me work without much supervision	27%	21%	31%
Asks for my input	24%	23%	26%

Busting the Myths

What does it take to engage employees at work? Millennials' priorities align with those of other generations



Busting the Myths

Reasons for changing jobs	 Millennials	 Gen X	 Baby Boomers
Enter the fast lane (make more money and work in a more creative, innovative environment)	42%	47%	42%
Shoot for the top (assume more responsibility in an organization with a first-rate reputation)	24%	19%	28%
Follow my heart (advance my career while doing work I'm more passionate about)	21%	24%	16%
Save the world (make a positive social/environmental impact and have more job security)	13%	11%	14%





Buzz Aldrin



Astronaut



buzzaldrin.com

Buzz Aldrin is an American engineer and former astronaut. As the Lunar Module Pilot on Apollo 11, he was one of the first two humans to land on the Moon, and the second person to walk on it. [Wikipedia](#)

Born: January 20, 1930 (age 86), Glen Ridge, NJ

Space missions: Gemini 12, Apollo 11

Nickname: Buzz Aldrin

Full name: Edwin Eugene Aldrin Jr.

Spouse: Lois Driggs Cannon (m. 1988–2012), Beverly Van Zile (m. 1975–1978), Joan Archer (m. 1954–1974)

Profiles



Twitter



Facebook



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LifeAsACaregiver
#115

She has the same filter
as a 4-year-old—which is
to say she has no filter at all.

Alzheimer's Association
Supporting Caregivers





"I call my invention 'The Wheel' , but so far I've been unable to attract any venture capital."





The kids these days...

“...now love luxury.

They have bad manners, contempt for authority; they show disrespect for elders and love chatter in place of exercise.”



https://en.wikipedia.org/wiki/Mobile_phone_overuse

The kids these days...

“now love luxury.

They have bad manners, contempt for authority; they show disrespect for elders and love chatter in place of exercise.”



Socrates, 400 B.C.

The four main components that people are looking for include:

- Opportunity to grow
- Fairness
- Clear and compelling purpose
- Teamwork

Understanding Personal Motivation is the Way to Go

Although individual answers varied widely of course, we found that the responses grouped naturally around six broad imperatives, which just happen to form a handy mnemonic: D.R.E.A.M.S.

* Rob Goffee

D.R.E.A.M.S.

- Difference
- Radical honesty
- Extra value
- Authenticity
- Meaning
- Simple rules

Difference in Diversity

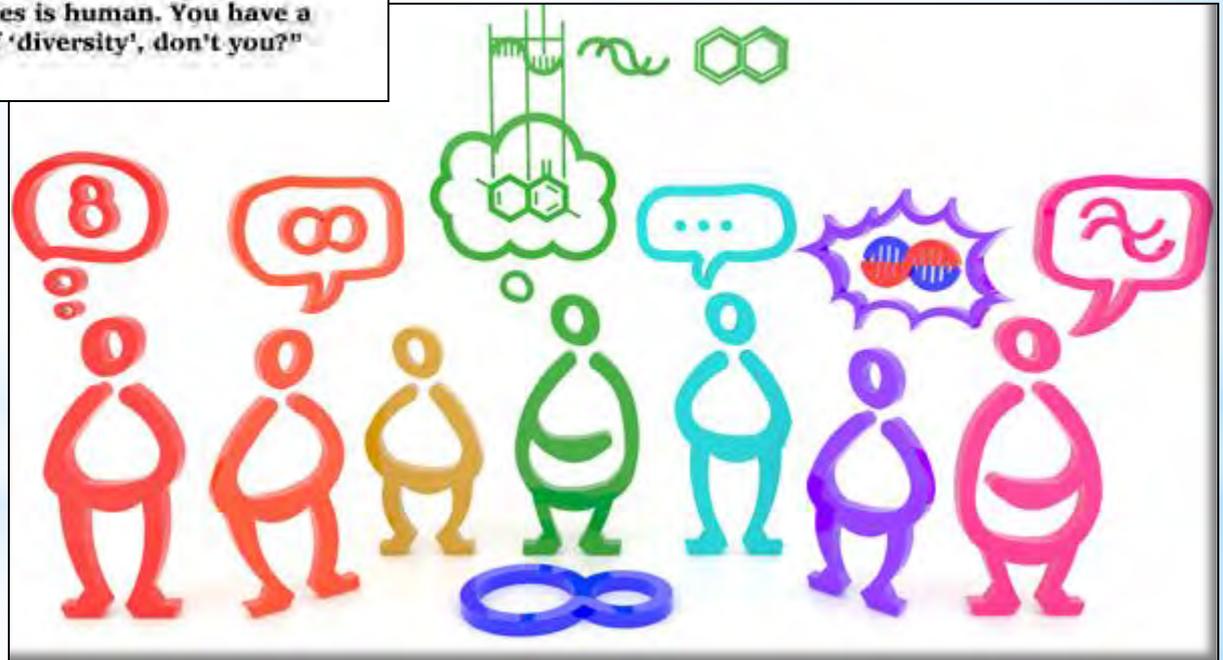
“I want to work in a place where I can be myself, where I can express the ways in which I’m different and how I see things differently.”



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"Every one of your employees is human. You have a rather narrow definition of 'diversity', don't you?"



Radical Honesty

“I want to know what’s really going on.”



**THAT WASN'T REALLY
AN AIRPLANE**

THAT WAS JUST A SPOON

www.imfunny.net

www.imfunny.net

Extra Value

“I want to work in an organization that magnifies my strengths and adds extra value for me and my personal development.”





Training

- Spend the time and train your employees
 - Common concern: what if I train them and they leave?
 - But what if you don't train them and they stay.



Authenticity

“I want to work in an organization I’m proud of, one that truly stands for something.”



Meaning

“I want my day-to-day work to be meaningful.”

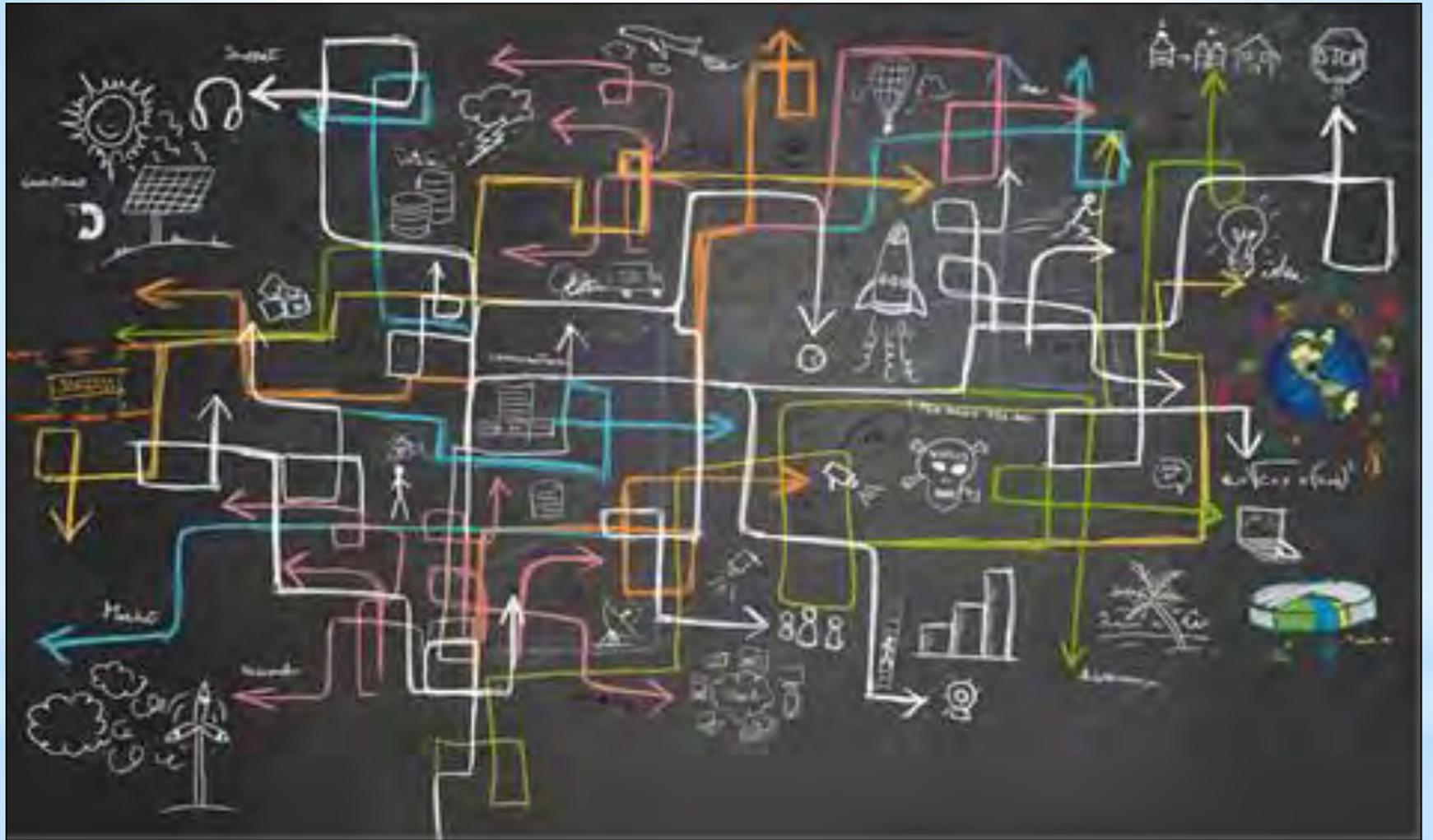




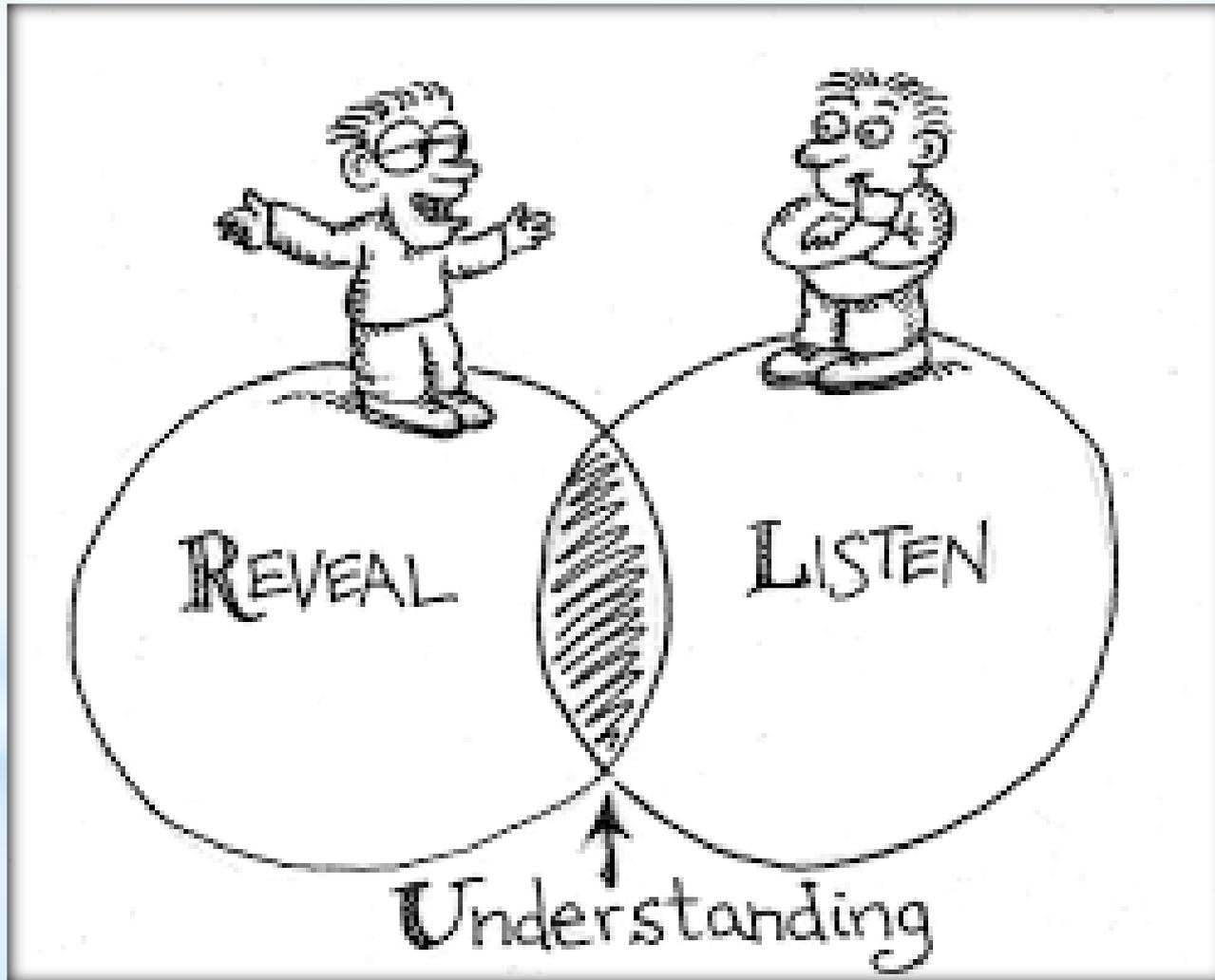
Simple Rules

“I do not want to be hindered by stupid rules or rules that apply to some people but not others.”





“Dream Job” Tool



Citations

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