

# Generations

There are four generations which make up our current workforce. The fundamental differences within these groups and the dynamic changes that result can present a challenge to organizations. Understanding what makes people tick is important. Incorporating that understanding into communication and direction is critical to maintaining a harmonious & efficient workplace.

First let's take a look at the four generations: The *Matures* (born prior to 1946); the *Baby Boomers* (born from 1946 through 1964); *Generation X* (born from 1965 through 1980), and the *Millennials* (born 1981 through 1994) Each brings different life experiences, preferences, learning styles, communication and management styles to the table among other characteristics. Understanding the communication component can be a first step in moving toward a more satisfied and productive team.

In terms of communication styles these are some of the differences and preferences of each group:

1. Matures prefer to communicate more formally (they like memos and letters), face-to-face, and directly. In communicating they appreciate a focus on the common good.
2. Baby Boomers like meetings and brainstorming sessions. They tend to communicate face-to-face and over the phone and in their communication appreciate a focus on the bottom line.
3. Gen X'ers are more informal in their communication preferences. This group likes communicating through mentors and tends to use email and telephone communication the most, appreciating a focus on personal goals and benefits.
4. Millennials utilize a wide range of the latest communication technology including email and text messaging. Millennials appreciate immediate, exact feedback and tend to require constant positive reinforcement.

While it may be impossible to please everyone all the time, understanding the key differences and incorporating a variety of communication techniques and tools can help to bridge the generation gap in the workplace.

## Employees of the Month

### **April**

LeeAnne McElwain is April's employee of the month. LeeAnne is currently working in Warrendale as an Administrative Assistant and has been there since February. Her supervisor said "LeeAnne is a great communicator, hard worker, and a team player. We are pleased to have her aboard." We would like to thank LeeAnne for representing Specialized Staffing in such a positive manner.

### **May**

May's employee of the month is Michelle Winger. Michelle works in Boyers and has been an employee since January. Michelle has proven herself to be a reliable, and able team member. We would like to thank Michelle for her dedication and hard work.

### **June**

June's employee of the month is Cathy Merrison. Cathy works in Warrendale and has been an employee since April. Her supervisor said "Cathy is very intelligent, reliable and has an outstanding willingness to learn. She goes above and beyond to improve the quality of her performance. What impresses me most is that, when she encounters a problem, she realizes that self problem solving before asking for a solution makes her invaluable to our company." We would like to thank Cathy for all of her hard work and great attitude!

## **PROFESSIONAL PLACEMENTS**

Recent Direct Placements include positions such as:  
Inside Sales; Pharmacy Billing Manager; Healthcare Systems Product Manager; Human Resource Administrator; Legal Secretary

Current searches include:  
Graphics Project Manager; Production Planner; Database Manager; Office Administrator; Data & Logistics Coordinator; Payroll Supervisor; Senior Estimator; Installation Service Tech; Steel Estimator

If you know of anyone who is seeking Professional employment please have them contact us at 1-866-240-5150, via e-mail at [Info@SpecializedStaffingInc.com](mailto:Info@SpecializedStaffingInc.com) or visit our website at [www.SpecializedStaffingInc.com](http://www.SpecializedStaffingInc.com)

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