Across Generations of Adult Learners
From Staff Room to Classroom

A Guide for Planning and Coaching Professional Learning
From Staff Room to Classroom II

The One-Minute Professional Development Planner

BRIAN M. PETE & ROBIN J. FOGARTY
The Adult Learner
Some Things We Know

A Look at Transfer
Seven Strategies That Work
Across Generations

Veterans – born before 1945

Baby Boomers - between 1946 – 1959

Generation X - between 1960 – 1979

Millennials- between 1980 – 1995 (Gen Y or Nexters)

iGeneration-after 1995-2012
Across Generations

Veterans – born before 1945 - *Salute*

Baby Boomers - 1946–1959 – *Peace Sign*

Generation X - 1960 – 1979 - *X with arms*

Millennials - 1980 – 1995 – *Thumb Typing*
CL Tear Share
Cooperative Tear Share

1. Number off 1-4
2. Read the Selection
3. Each respond to all four questions
4. TEAR all four sections apart
5. Give them to that number person
6. Summarize the responses for your number
7. SHARE summaries
Across Generations

Veterans, Baby Boomers, Gen X, Gen Y

CORE VALUES

MOTIVATIONAL MESSAGES

ON THE JOB-ASSESTS/LIABILITIES

WORDS THAT WORK

TYPE OF MENTOR/COACH THAT WORKS
# Cooperative Tear Share

**Tear-Share: Generation-Savvy**

<table>
<thead>
<tr>
<th>1. Understanding generations is important because...</th>
<th>2. I think the easiest generation to coach is...</th>
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You could go north, although you might find the climate a little on the cold side, or you could go south where the life style is somewhat too easy going and complacent for a young man of your vigor, you could go east but, of course this is the east then, there's my favorite, west

Horace Greeley, unedited
Veterans or Traditionalists: Before 1945

Core Values

1. Conformity
2. Sacrifice
3. Law and Order
4. Delayed Rewards
5. Duty first
6. Hard Work
7. Follow the Rules
8. Dedication
9. Loyalty
10. Respect Authority

Name Someone You Know as a Point of Reference
Veterans or Traditionalists: Before 1945
Motivational Messages

1. Your experience is valued here.
2. We want to know what has or hasn’t worked in the past.
3. We reward perseverance and loyalty.
Veterans or Traditionalists: Before 1945

On the Job...

Assets:
- Stable
- Detail-Oriented
- Thorough

Liabilities:
- Does not like change
- Reluctant to buck system
- Uncomfortable with conflict
Veterans or Traditionalists: Before 1945

Words that Work
- Authority
- Discipline
- Respect
- Consistent

Coach that Works
- Unemotional
- Logical
- Mature
- Tactful
Baby Boomers: 1946-1959

Core Values

1. Optimistic
2. Team orientation
3. Personal Gratification
4. Health and Wellness
5. Youth
6. Work
7. Involvement
8. Driven
9. Good at Relationships
10. Want to Please

Name Someone You Know as a Point of Reference
Baby Boomers: 1946-1959
Motivational Messages

1. We need you.
2. Your contribution is unique.
3. You are important to our success.
Baby Boomers: 1946-1959

On the Job…

Assets:

- Service-oriented
- Goes the extra mile
- Wants to please

Liabilities:

- Not budget-minded
- Sensitive to feedback
- Peer-oriented
Baby Boomers: 1946-1959

Words the Work
Fair
Trust
Human Rights
Involvement

Trainer that Works
Acknowledges their knowledge
Friendly
Chance to Network
Uses personal examples
Gen Xers: 1960-1979

Core Values

1. Techno-literate
2. Latch Key Kids
3. Independent
4. Rebellious
5. Self-Reliance
6. Think Globally
7. FUN
8. Pragmatic
9. Informal
10. Balance

Name Someone You Know as a Point of Reference
Motivational Messages

1. Do it your way
2. There are not a lot of rules here
3. We’re not very corporate.
Gen Xers: 1960-1979

On the Job...

Assets:
- Adaptable
- Independent
- Not intimidated by authority

Liabilities:
- Impatient
- Inexperienced
- Poor People Skills
Gen Xers: 1960-1979

Words that Work

Alternative
Efficient
Results
Independent

Trainer that Works

Gets to point
Earns Respect
Doesn’t hover
Gives lots of feedback
Nexters; The Millennials,
Core Values

1. Collaborative  6. Multitasking
2. Flexible  7. Social networking
3. Digital natives  8. Confidence
5. Risk-takers  10. Civic duty

Name Someone You Know as a Point of Reference
Nexters; The Millennials

Motivational Messages

1. You can be a hero here.
2. You will be part of a bright creative team.
3. Your team can turn our workplace around.
Nexters; The Millennials

On the Job

Assets:
- Tenacity
- Techno-savvy
- Optimism

Liabilities:
- Need Supervision
- Prefer structure
- Difficulty handling people issues
Nexters; The Millennials

Words that Work
Achievement
Community
Challenge
Positive

Trainer that Works
Positive and upbeat
Makes purpose clear
Listens
Validates
Across the Generations

In a Nutshell

Veteran - Tried and True; Dutiful Sacrifices

Baby Boomers - Self-absorbed; Do-it-Now

Gen-Xers - Diversity and Innovation; Yeah, Right!

Millennials - I Can Do That; Social Chameleons
Across the Generations/New!

Veteran / Traditional/Silent

Baby Boomers - Optimistic

Gen-Xers - Not easily categorized

Millennials/Net Gen - Internet defines them

iGeneration - Digital Technologies-“WWW”/Apps

Teaching the iGeneration - Rosen  p.12
Across the Generations-
Kids, too

iGeneration

Born 90s and beyond Digital Technologies

WWW “Whatever, Whenever, Wherever”

Expect technology to be there and do whatever…
Across the Generations-
Kids, too

iGeneration

Massive amounts of technology:

3339 texts/month (6/hr)

8-18 year olds-7 hrs/day digital

Phone is portable computer

“By the time students leave high school, they should be “googlable”; associating their full name with their best work for a global audience to see.” Will Richardson p. 22 EL Feb 2011
Generational Learners

Implications of this information in the work we do with our adult learners...
Generational Learners

Implications...

- Input
- Practice
- Coaching Follow-up
Transfer of Learning

Generation-Savvy
What Will You Do Differently? Why?

• Generation-Savvy
• Baby Boomers
• Gen-Xers
• Millennials
Three Musketeers

What Will You Do Differently?
Why?
Transfer of Learning

AB Pyramid Game Review
AB Pyramid Game
Generations Savvy
Veterans
Baby Boomers
Gen-Xers
Millennials
AB Pyramid Game
Names of Generations

Generation Y
Veterans
Nexters
Traditionals
AB Pyramid Game
Names of Generations

Dutiful
Tech-savvy
Flexible
Cared For
AB Pyramid Game

Names of Generations

Latch Key Kid
Responsible
Me-Generation
Helicopter Parents
Journal Entry: The Millennials

1. Name a millennial you know at work or home...

2. Tell two traits—work or personal...

3. Describe a Baby Boomer or Veteran...

4. Tell how the two are different...

5. Write a closing sentence...

6. Give your piece a telling title...