



Generations and Learning

How Different Are We, Really?

DESIGNAROUNDS

Your one-stop learning and development partner

25 years of demonstrated commitment to maximizing individual and organizational potential in multiple industries

Consistently delivering learning that's:

Absolutely relevant

Engaging, efficient, challenging and fun

Meaningfully interactive

Rich with choices, practical tools and real-world strategies

Focused on results

Designed around you

Differences among the generations have received a lot of media attention in recent years and continue to do so. As you read this, there are more generations represented in the workplace than ever before. Words like "collide," "crash," "conflict," "them," "us" emphasize a hyper-focus on how we are different. In these unpredictable, pressure-packed times, aren't we all stronger when we focus on our commonalities as well?

As learning experts, we at DesignArounDs are keen observers of how people prefer to learn and how that's changing. Based on our first-hand experiences, learners across generations want lots of the same things.

Give me the chance.

Most people share the yearning for learning. With change around every corner, people at any age get how important it is to be skilled up and prepared -- not only for right now but for tomorrow as well.

Make it real.

Generations aside, nobody wants to sit through something that's not relevant. Applicable knowledge and skills, tailored to job needs, appeal to everyone. Hands on, application-driven experiences that can be put to use right away are in high demand.

Talk less, engage me more.

If people wanted to just listen to someone talk, there are endless possibilities -- any time and almost anywhere. This expectation is often ascribed to the "younger" generations. Stop and think about it. Who doesn't want high-energy learning that's filled with variety and meaningful interaction? People are too busy and saturated to settle for anything less.

Put technology in its place.

Be vigilant about mistaken assumptions. Use technology to enhance learning, not gratuitously or to show off your own e-acumen. Younger people don't want to learn everything online and seasoned learners aren't all techno-adverse.

R-E-S-P-E-C-T-Find out what it means to me.

Aretha's words have real staying power. Everyone wants their experiences and knowledge to be appreciated and valued, whether they have been working one year or thirty. These are the times for rich conversations where perspectives and skills sets can be honored, shared, and expanded.

So, instead of focusing on how generations are different, let's turn our attention to what they have in common -- and make sure that everyone from Baby Boomers to Gen Y and beyond get the learning they need to be successful.