Generation Matters

Keys to Building Better Relationships

Born: 1946-1964

Generation Xers

Born: 1965-1979

Millennials

KEY STRATEGIES

- Show optimism
- Feature brand names
- Person-to-person communication
- Help them gain control
- Provide a sense of teamwork
- Offer customized solutions
- Don't make them feel old
- Be direct

- Just the facts
- Full disclosure
- Be authentic
- Prove it
- Peer referrals
- Short-term solutions
- Online

- Be quick about it
- Be upfront
- Be yourself
- Offer instant access
- Give it away
- Go hi-tech

BUILDING RELATIONSHIPS

- Show your work
- Court them
- Trophies
- Appropriate technology
- Influenced by their children
- Flatter and praise
- Vision

- Time is money
- Options
- Plan B
- Involvement
- Efficient communication
- Educate them

- Recognize their individuality
- Be a trusted guide
- Reputation management
- Peer references
- Social consciousness
- Hi-tech communication
- Individualism
- Herd mentality
- Online presence

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Generation Matters

Communication Style Preferences

| | | Born: 1946-1964 Baby Boomers | Born: 1965-1979 Generation Xers | Born: 1980-2000 Millennials |
|--------------------|----------|--|---------------------------------------|-----------------------------------|
| Face to Face | | Preferred | Don't like | Don't like |
| Phone call | Ca) | Preferred | Don't like | Don't like |
| Letters | \times | Neutral | Neutral | Don't like |
| Email | @ | Preferred | Preferred | Neutral |
| Text | | Don't like | Preferred | Preferred |
| Social media | in You f | Don't like | Neutral | Preferred |

Source: Bea Fields, "A Company Divided: Bridging the Generation Gap at Work Through the Power of Communication," November 2009

