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Cross-Generational Differences at Home and at Work

There is no rhyme or reason as to how generations get their [names](#)³, or even where they arbitrarily begin and end, but some experts believe there is a great deal of value in understanding how they change over time. With millennials now [outnumbering](#)⁴ baby boomers, we have seen cultural shifts in beliefs, attitudes, gender roles, and behaviors. These differences, which carry unique challenges and opportunities, are showing up both at home and in the workplace.



At Home

As more families choose to [cohabit](#)⁵, often due to health issues or financial constraints, the dynamics within families are changing. Whether these living arrangements are temporary or permanent, establishing a harmonious blended family unit takes a significant investment from every family member. From differences in daily routines to eating styles and preferences, these polarities present opportunities to strengthen family bonds, improve listening skills, and develop a deeper sense of empathy.



At Work

Generational differences are relevant outside the home as well. Being able to relate to a wide range of cultural and generational differences in the workplace is essential for building strong teams and organizations. One unique approach to enhancing cross-generational collaboration is the concept of reverse mentoring, which pairs younger employees with more seasoned employees in an effort to promote knowledge sharing and innovation. In this scenario, senior mentees have an opportunity to learn the latest industry practices, while junior mentors gain more insight into the organizational landscape. This unconventional role reversal also gives both parties an equal opportunity to enhance listening and communication skills.

3. <https://trend.pewtrusts.org/en/archive/winter-2018/foreword-how-are-generations-named>

4. <https://www.census.gov/newsroom/press-releases/2015/cb15-113.html>

5. <https://www.newsweek.com/why-multiple-generations-families-choosing-live-together-324614>