



Over the River and Through the Wood.....*

Awe, the holidays are upon us, a time to get together with family members. What makes our gatherings so lively? Maybe it's because for the first time in history, four generations of adults are raising families, going to work, going to school and getting together for days at a time. The generations include: the Traditionalists born prior to 1946, the Baby Boomers, Generation X born 1965-1981, and the Millennials. For some of us, it's great the first two hours but inevitably it deteriorates from there. However, with this introduction to their differences, you just might survive!

The Traditionalists: You're darn right.

We really did walk barefoot to school in the snow!

These folks lived through the Great Depression and WWII and are known for sacrifice and setting aside their self-interests for the greater good. Patriotic, loyal and frugal, they have faith in institutions. They built the Interstates and fought the wars, many with only an 8th grade education. The family institutions that they grew up with, including Thanksgiving and Christmas, also deserve loyalty--and sacrifice. "We can't come because little Suzie has swim practice" doesn't cut it. Tradition and rules are most important, and if you're going to change anything about the holidays, make it an evolution, not a revolution.

But they also have so much history to pass on and so much key knowledge that we need to capture before it's gone. Make a point of it, this holiday season, to ask a Traditionalist about how America was when they were young. They have much to teach us, about honor, courage and what sacrifices are needed for freedom to exist.

The Baby Boomers: There's so many of them!

Sheer numbers made this generation the most competitive in history—they just had to compete for everything because there were so many of them. They competed for colleges, jobs, homes, to the point of defining success by luxury cars, bigger houses--anything that made them stand out. At the same time, the Vietnam War, Civil Rights and Women's Rights made the Boomers become questioners of institutions and authority, while making them optimists and idealists. (Remember the songs of the 60's? Love, flowers..)

So when you see them competing for the biggest, baddest Christmas tree, or turkey, or the conversation turns to who's got the best anything, remember they can't help themselves! The media today depicts Boomers as bumbling, overweight, and befuddled at the younger generations.

In reality, they are the sandwich generation. Between taking care of aging parents and kids, they are at the highest risk of burnout. Acknowledging their impact, not their problems, can be more positive. Their Classic Rock is appreciated by the younger generations. This is one group that won't accept aging: "Doctor, I don't understand why my knees hurt when I dance!" "Uh, maybe cause...you're 55?!?"

Competitive, stressed out, at times insecure, with the weight of the country on their working shoulders—take it easy on the Boomers! The turkey *doesn't* have to be the best one or better than everyone else's!

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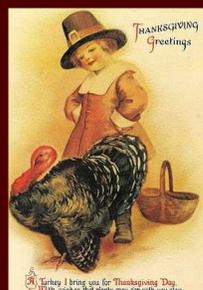
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THEY SAY GENES SKIP GENERATIONS. MAYBE THAT'S WHY GRANDPARENTS FIND THEIR GRANDCHILDREN SO LIKEABLE. ~JOAN MCINTOSH



THE OLDER GENERATION THOUGHT NOTHING OF GETTING UP AT FIVE EVERY MORNING - AND THE YOUNGER GENERATION DOESN'T THINK MUCH OF IT EITHER. ~JOHN J. WELS

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THERE IS NOTHING WRONG WITH TODAY'S TEENAGER THAT TWENTY YEARS WON'T CURE. ~AUTHOR UNKNOWN



Over the River and Through the Wood.....con't

Generation Xers: The latchkey kids

There were a lot fewer Xers, who subsequently had less competition for jobs and colleges. They were the 'latchkey kids,' the first generation born of two working parents, and during that time the divorce rate among their parents tripled.

By twenty years old, the average Xer had watched 20,000 hours of television. With divorced, working parents, they became resourceful, independent, self-reliant, adaptive, and very, very, skeptical of institutions. MTV, the PC, and AIDs all appeared on their watch, none of which encouraged loyalty towards institutions. They won't pay the same price the previous two generations did, to achieve success, and for good reason, after watching what they went through.

They can go off on their own, get a turkey, figure out what to do with it and probably do it without a time schedule. That is, if they decide that having a turkey is even worthwhile to begin with. Their skepticism may ask what's the point of the holiday traditions, and what is it with the turkey or Christmas tree anyways? Why not sea bass or steaks? Why do we all have to get together and sleep on the floor again? Boomers interpret that as flippant, while Xers call Boomers judgmental. The social scientists say that if their skepticism is respected instead of offensive, we may find that they do very well with the other generations if there's a higher level of communication. Rather than measuring their work by hours (the Boomers are up at five in the morning to get the turkey ready). Xers get things done on their own schedule.

The Millennials (Generation Y): "When the power goes out, so do they..."

"Eeeeuuw, was that turkey raised in an animal-friendly and globally green environment approved by PETA?" asks the Millennial. "What's PETA—People Eating Tasty Animals?" asks the Xer. "What'd you pay for it, and is that an American turkey?" asks the Traditionalist. "Did you get the best one?" asks the Boomer.

Environmentally sensitive, this generation also expects technology. They grew up globally connected with 24/7 news about drugs, gangs and violence, but that came at a price: safety is their top priority, according to social studies. They are concerned about many things the other generations would just say, "huh?" They collaborated growing up, and everything was a group project. Don't be surprised if they are doing the turkey, that it's done as a group and while texting friends in a different country to ask about what to put in the gravy.

This is also the generation of "let's not keep score in T-ball" and where ribbons were given out for 9th place. As a result, they are always looking for validation, and parents often complain to us about their 20-25-year-olds texting them daily about almost everything.

So there you have it: the four generations together for days under one roof, trying to achieve a common goal: getting along.

"Over the River and through the Woods" is a Thanksgiving song by Lydia Maria Child. Written originally as a poem, it appeared in her Flowers for Children, Volume 2, in 1844. The title of the poem is, "A Boy's Thanksgiving Day". It celebrates her childhood memories of visiting her Grandfather's House. Lydia Maria Child was a novelist, journalist, teacher, and wrote extensively about the need to eliminate slavery. It is sometimes presented with lines about Christmas, rather than Thanksgiving. For instance, the line "Hurrah for Thanksgiving Day!" becomes "Hurrah for Christmas Day!". As a Christmas song, it has been recorded as "A Merry Christmas at Grandmother's".

Over the river, and through the wood, To Grandfather's house we go; The horse knows the way to carry the sleigh through the white and drifted snow. Over the river, and through the wood, To Grandfather's house away! We would not stop for doll or top, For this is Thanksgiving Day. Over the river, and through the wood—Oh, how the wind does blow! It stings the toes and bites the nose As over the ground we go. Over the river, and through the wood, With a clear blue winter sky, The dogs do bark, and children hark, As we go jingling by. Over the river, and through the wood, To have a first-rate play. Hear the bells ring, "Ting-a-ling-ding", Hurrah for Thanksgiving Day! Over the river, and through the wood, No matter for winds that blow, Or if we get the sleigh upset Into a bank of snow Over the river, and through the wood, To see little John and Ann. We will kiss them all, and play snow-ball, And stay as long as we can. Over the river, and through the wood Trot fast, my dapple-gray! Spring over the ground like a hunting-hound, For this is Thanksgiving Day. Over the river, and through the wood— And straight through the barnyard gate, We seem to go extremely slow, It is so hard to wait! Over the river, and through the wood, Old Jowler hears our bells. He shakes his paw, with a loud bow-wow, And thus the news he tells. Over the river, and through the wood, When Grandmother sees us come, She will say, "Oh, dear, the children are here, Bring a pie for everyone." Over the river, and through the wood—Now Grandmother's cap I spy! Hurrah for the fun! Is the pudding done? Hurrah for the pumpkin pie!

Managing and Teaching Multiple Generations

We now have five generations in the workplace and every generation has unique traits that they bring to work. In order to get along, be productive and avoid conflict we need to respect and understand all the generations we spend time at work with.

The youngest generation - Generation 9/11 has only seen the world through the prism of the 9/11 tragedy. They have grown up with war and uncertainty and tend to view the world through that lens. They see the world with less optimism than many of the other generations.

The next generation is the Millennials or Generation Y. (born 1977-1990) They are the first generation to grow up with advanced technologies and therefore are very comfortable with technology in every aspect of their lives. They also tend to be opinionated but are very creative and expect to be challenged. They have far more confidence than Generation 9/11 as they grew up in very stable times. They have never known a world without high speed video games, speed dial and ATMs. The secret to motivating this group is to provide systematic and frequent feedback - as it happens.

Generation Y Values...

Positive Reinforcement: Members of this cyber generation value positive reinforcement at accelerated rates compared to older generations.

Autonomy: This group wants more input into how they are learning and independence to do it.

Positive Attitudes: This group grew up during tranquil times and as a result has a very optimistic outlook on life in general.

Diversity: This group grew up with more diversity than their predecessors and if not exposed to it in their community then they were introduced to diverse people/cultures through the media.

Money: This group is used to making and spending money.

Technology: Technology is valued and is used as a tool for multi-tasking.

Supportive Behaviors & Tips for Communicating With Generation Y...

Use action words and challenge them at every opportunity.

They will resent it if you talk down to them.

They prefer email communication.

Seek their feedback constantly and provide them with regular feedback..

Use humor and create a fun learning environment. Don't take yourself too seriously.

Encourage them to take risks so that they can explore new ways of learning.

Generation X is the middle generation. (born 1965-1977) They were raised by Baby Boomers who worked long hours and were the first generation to have wide spread divorce. Therefore, Generation Xers are very independent and dislike rigid schedules. They value being efficient and getting work done quickly. They have more balance between their social and work lives than their predecessors and they ushered in a more creative, open workplace. This generation is both economically conservative, remembering double-digit inflation and the stress that their parents faced during times of on and off unemployment. Unlike their predecessors, they will not rely on institutions for their long-term security.

Generation Xers Value...

Entrepreneurial Spirit: Xers believe in investing in their own development rather than in their organization's. While others may see them as disloyal they are cautious about investing in relationships with employers because experience has shown that these relationships are not reliable. Cavalier as it may sound, one Xer told a Boomer that if you want loyalty get a dog.

Loyalty: To a Xer, this may mean two-weeks notice.

Independence and Creativity: Xers have clear goals and prefer managing their own time and solving their own problems rather than having them managed by a supervisor.

Information: They value access to information and love plenty of it.

Feedback: This group needs continuous feedback and they use the feedback to adapt to new situations.

This generation is flexible. Share information with them on a regular basis and strive to keep them in the loop.

Use an informal communication style.



Managing and Teaching Multiple Generations con't.

Generation Xers Value... Quality of Worklife: This generation works hard but they would rather find quicker more efficient ways of working so that they have time for fun. While Boomers are working hard to move up the ladder, Xers are working hard so that they can have more time to balance work and life responsibilities.

Supportive Behaviors & Tips for Communicating With Generation X...

Use email as a primary communication tool.

Talk in short sound bites to keep their attention.

Ask them for their feedback and provide them with regular feedback.

Baby Boomers are now one of the older generations at work. (born 1946-1964) They were born during the booming, optimistic times post World War II. The value hard work and long hours as the means to success and thus work ethic is extremely important to them.

Boomers need to be noticed for their hard work. When dealing with other generations Boomers need to make sure they are very upfront and specific with their instructions. They did not go through economically hard times as their parents did, they had the good life - the Traditionalists wanted them to have the best and as a result, the "Me" decade arrived.

Baby Boomers Value...

Competition: Boomers value peer competition and can be seen by others as being egocentric.

Change: Boomers thrive for possibilities and constant change.

Hard Work: Boomers started the "workaholic" trend. The difference between Traditionalists and Boomers is that Boomers value the hard work because they view it as necessary for moving to the next level of success while Traditionalists work hard because they feel that it is the right thing to do.

Success: This generation is committed to climbing the ladder of success.

Body Language: Boomers are the "show me" generation and body language is important.

Teamwork: This group embraces a team based approach to business-they are eager to get rid of the command and control style of their Traditionalist predecessors.

Anti Rules and Regulations: They don't appreciate rules for the sake of having rules and they will challenge the system.

Inclusion: This generation will accept people on an equal basis as long as they can perform to their standards.

Will Fight For A Cause: While they don't like problems, if you give them a cause they will fight for it.

Supportive Behaviors & Tips For Communicating With Baby Boomers...

Boomers are the "show me" generation, so your body language is important when communicating.

Speak in an open, direct style but avoid controlling language.

Answer questions thoroughly and expect to be pressed for the details.

Present options to demonstrate flexibility in your thinking,

Traditionalists are the oldest generation in the workplace. (born 1930 - 1945) They are very socially and fiscally conservative. Traditionalists fear that they will be replaced by younger generations. Many are still in the workforce because they enjoy working, but some are there for financial reasons. Their life experience gives them a lot to offer.

Traditionalists Value...

Privacy: Traditionalists are the private, silent generation. Don't expect members of this generation to share their inner thoughts.

Hard Work: They believe in paying their dues and become irritated when they perceive others are wasting their time. Members of this generation often feel that their career identifies who they are. **Trust:** A traditionalist's word is his/her bond. **Formality:** Whether written or in oral communication a formal communication style is preferred. This generation values formal dress and organizational structures.

Authority and institutional leadership: Traditionalists have a great deal of respect for authority. **Social Order:** Other generations may view this desire for social order and placement as bias, prejudice or even racism or sexism.



Traditionalists Value...

Things: This group loves their stuff and they won't get rid of it. Some may call them pack rats but others would argue that they remember the depression days and going with out. By nature Traditionalists are private, the "silent generation". Don't expect members of this generation to share their thoughts immediately.

For the Traditionalist an educator's word is his/her bond, so it's important to focus on words rather than body language or inferences. Face to face or written communication is preferred. Don't waste their time, or let them feel as though their time is being wasted.

Treating each generation with understanding and respect is the first step in positive relationships between generations. Each generation has a lot to offer and when they work together the diversity of the generations makes for a much more productive workplace. -Robert Sullivan, Motivation Speaker and Author, 2010

**What's in a Name?
Most Popular Baby Names by Year**

1897			1920			1940			1950		
	Male name	Female name		Male name	Female name		Male name	Female name		Male name	Female name
1	John	Mary	1	John	Mary	1	James	Mary	1	James	Linda
2	William	Anna	2	William	Dorothy	2	Robert	Barbara	2	Robert	Mary
3	James	Helen	3	Robert	Helen	3	John	Patricia	3	John	Patricia
4	George	Margaret	4	James	Margaret	4	William	Judith	4	Michael	Barbara
5	Charles	Ruth	5	Charles	Ruth	5	Richard	Betty	5	David	Susan
6	Joseph	Elizabeth	6	George	Mildred	6	Charles	Carol	6	William	Nancy
7	Frank	Florence	7	Joseph	Virginia	7	David	Nancy	7	Richard	Deborah
8	Robert	Ethel	8	Edward	Elizabeth	8	Thomas	Linda	8	Thomas	Sandra
9	Edward	Marie	9	Frank	Frances	9	Donald	Shirley	9	Charles	Carol
10	Henry	Emma	10	Richard	Anna	10	Ronald	Sandra	10	Gary	Kathleen
1960			1980			2000			2010		
1	David	Mary	1	Michael	Jennifer	1	Jacob	Emily	1	Jacob	Isabella
2	Michael	Susan	2	Christopher	Amanda	2	Michael	Hannah	2	Ethan	Sophia
3	James	Linda	3	Jason	Jessica	3	Matthew	Madison	3	Michael	Emma
4	John	Karen	4	David	Melissa	4	Joshua	Ashley	4	Jayden	Olivia
5	Robert	Donna	5	James	Sarah	5	Christopher	Sarah	5	William	Ava
6	Mark	Lisa	6	Matthew	Heather	6	Nicholas	Alexis	6	Alexander	Emily
7	William	Patricia	7	Joshua	Nicole	7	Andrew	Samantha	7	Noah	Abigail
8	Richard	Debra	8	John	Amy	8	Joseph	Jessica	8	Daniel	Madison
9	Thomas	Cynthia	9	Robert	Elizabeth	9	Daniel	Elizabeth	9	Aiden	Chloe
10	Steven	Deborah	10	Joseph	Michelle	10	Tyler	Taylor	10	Anthony	Mia



Gratitude unlocks the fullness of life. It turns what we have into enough, and more. It turns denial into acceptance, chaos to order, confusion to clarity. It can turn a meal into a feast, a house into a home, a stranger into a friend. Gratitude makes sense of our past, brings peace for today, and creates a vision for tomorrow. -Melody Beattie

Education Services wishes you a wonderful Holiday Season and a happy New Year!

