



Generation X

A multigenerational workforce leaves no one and nothing behind and this week, we explore [#GenerationX](#), those who have adopted the “Work to Live” mantra, as opposed to “Live to Work.”

What makes them tick-

They may have grown up taking care of themselves, either because both parents were working or they were raised by a single parent/caregiver. Gen Xers may be the typical [#latchkeykid](#), one who returns to an empty home after school because their parents are away at work. They may have seen their parents struggle with layoffs and downsizing and question loyalty / job security. They adapt well to change and value an informal work environment. In addition, they may take risks and move on to new jobs frequently. Gen Xers look for greater freedom and fun in the workforce.

Welcome to Gen X

How to motivate and reward them-

Members of Generation X place a high value on work-life balance; they manage time carefully, adapting their schedules to accommodate what matters—including family, passions, and other interests. Gen Xers are direct and open to feedback; they are highly collaborative so give them a chance to shine.

How to ensure that they are not left behind-

As a leader or manager, give them the space they need and autonomy to act and/or propose solutions and strategies. Remember that they were at the forefront of the shift from analog to digital technology and adapt readily. Use these skill sets to your advantage.