

Discussing Generational Differences – Jason Pyron

• Overview

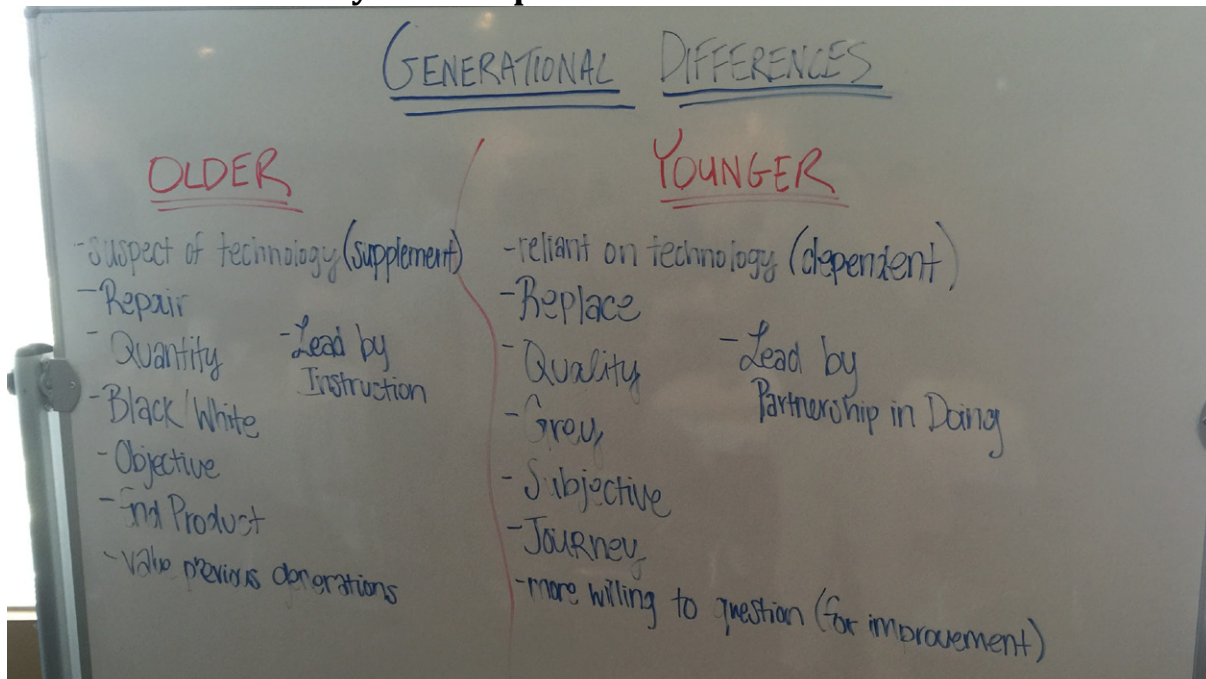
- Churches are usually multi-generational (*if healthy anyway*)
- Staffs are typically multi-generational
 - Millennials born '82-'04
 - Gen X born '65-'81
 - Baby Boomer's born '46-'64
 - Gen Z born '05 --
- There are philosophical, ideological differences between the generations
 - Value systems are differently; work ethic is defined differently, etc.
- Hearts are good on all sides!
- All are needed!
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- **Generally, generations don't speak well of each other or at best lack understanding of each other fully.**

• Common Statements made about the different Generations

Older	Younger
Feels an Obligation	Sees Opportunity
Defined by what they do	Defined by how they feel
Appreciates "Where we have come from"	More interested in "Where we are going"
Willing to work for it	Wants it NOW
Values "process"	Doesn't enjoy "process"
Values the "What"	Values the "How and Why"

Discussion Time #1

Discuss other differences you have perceived

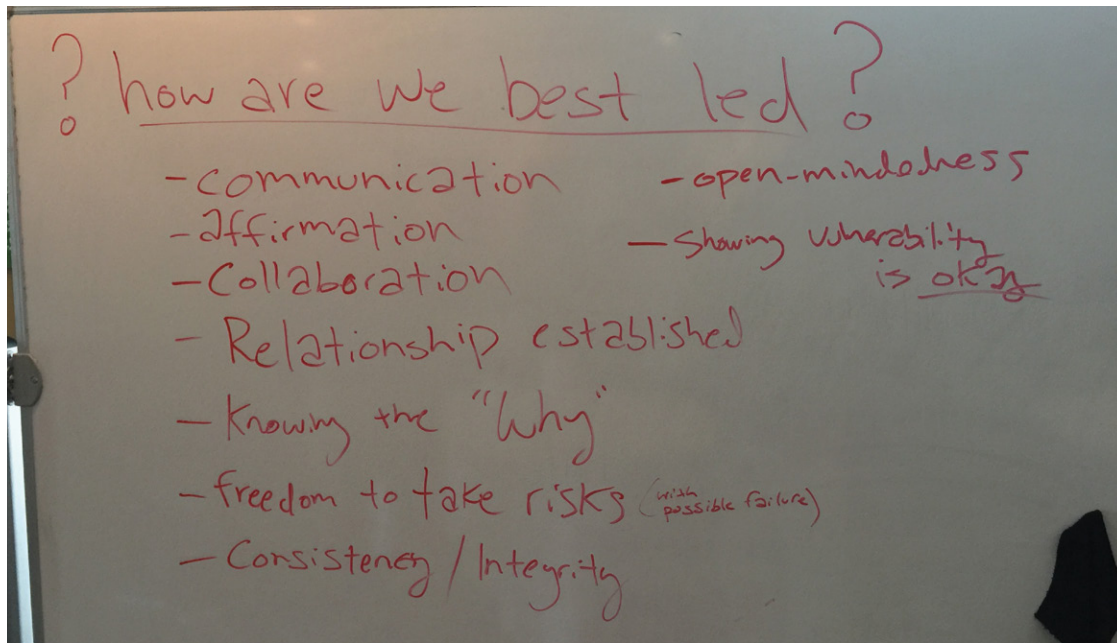


• **How do we work well together?**

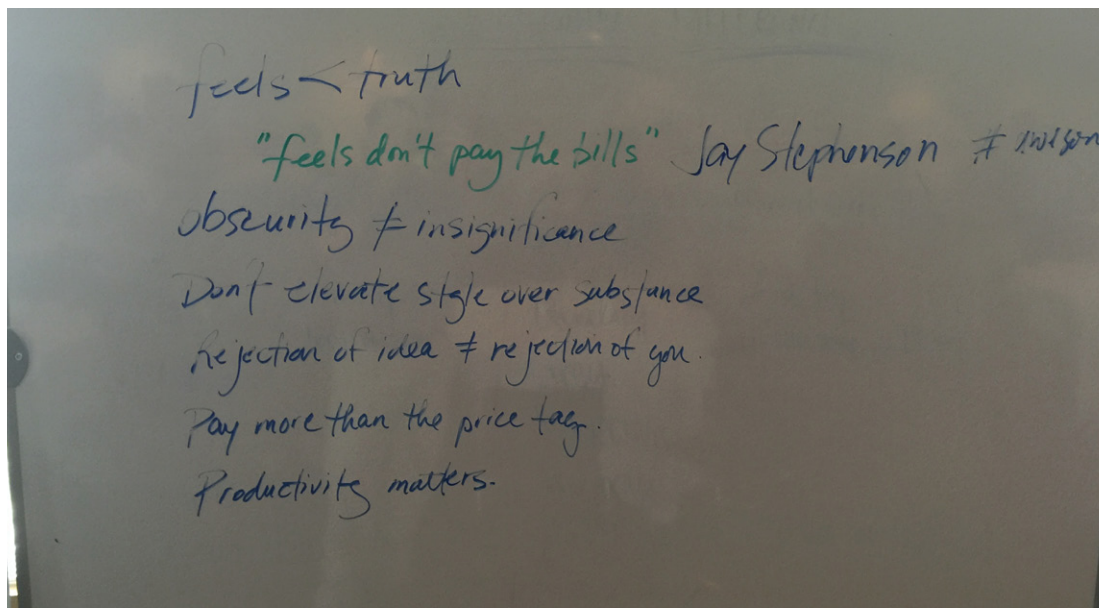
- a. **Realize our need for one another and the value each other brings.**
 - i. You need me. I need you.
- b. **Recognize the need for personal investment.**
 - i. In life and leadership.
 - ii. Knowing one another better allows us to lead/follow each other better.
- c. **Focus on the common Mission/Vision**
 - i. Find the common ground and start there
- d. **Remember the personal calling of each individual**
 - i. Calling doesn't change based on a generation.

Discussion Time #2

Millennials....how can you best be led by/work alongside those older than you?



Non-Millennials....what are some traps you would point out to millennials when it comes to their desire for leadership/influence?



Things to Consider on both sides of the Generational Differences Discussion:

To Older Leaders:

- **Your Leadership Ceiling will be the leadership floor to many of these millennials.**
 - They will take things to places you did not imagine could be.
- **Teach the importance of excelling in the small things.**
- **Give them actual weight to carry!**
- **Help them avoid the comparison game..**
 - Teach them to celebrate each other.
- **Help them unlock what they don't even know is inside them.**

To Younger Leaders:

- **Don't let your mindset/likes solely determine your course.**
 - Don't use these as a crutch.
- **Develop skills that help you learn to enjoy the process.**
- **Ask questions that you don't already have an answer for.**
- **Own your mistakes, inefficiencies.**
- **Avoid the comparison game!**
 - Celebrate each others wins!
 - A win anywhere is a win everywhere!