

FIGURE 8.1

Teaching multigenerational learners

Characteristics	Learning preferences
<p>Veterans, or Traditionalists</p> <ul style="list-style-type: none"> * Born between 1922 and 1943 * Possess experiences unique to the Great Depression and World War II * Have vivid memories of parents and grandparents who came to the U.S. as immigrants * Possess great knowledge of cultural traditions 	<ul style="list-style-type: none"> * Prefer formal learning environments * Expect a business-like atmosphere * View educators as authority figures, therefore are the least likely of the generations to directly confront the educator * Expect to be treated with respect * Dislike the use of profanity and slang in the learning environment * Dislike listening to stories or being asked to share information that they believe is too personal
<p>Baby Boomers</p> <ul style="list-style-type: none"> * Born between 1946 and 1964 and constitute the largest number of nurses in the workforce * Believe they have the responsibility to change the world for the better * Have a strong work ethic and invented the phrase “Thank God it’s Monday!” 	<ul style="list-style-type: none"> * Value teamwork and personal gratification in the workplace * Dedicated to learning and self-help initiatives * Do not respond well to authority figures and may display a “know-it-all” attitude * Respond best to educators who treat them as equals and share personal examples of their own knowledge and skills * Dislike games and role play * Like ice-breakers and team learning activities
<p>Generation X</p> <ul style="list-style-type: none"> * Born between 1965 and 1980 * Referred to as the “latch-key generation” * First to experience the trend of single-parent families on a large scale * Experienced the use of computers as part of everyday life * Value a reasonable balance between work and personal life * Saw parents experience downsizing * Value to themselves, not to a particular organization 	<ul style="list-style-type: none"> * Comfortable with change and view change as the norm, not the exception * Value flexibility * Dislike close supervision * Prefer self-directed learning * Enjoy discussion as part of learning * Enjoy fun and humor in the learning environment * Do not automatically respect authority figures, including educators. You must earn their respect * Like visual stimulation * Expect learning activities to be offered at their convenience

FIGURE 8.1

Teaching multigenerational learners (cont.)

Characteristics	Learning preferences
<p>Generation Y (the Net Generation)</p> <ul style="list-style-type: none"> * Born between 1981 and 1997 * Will replace retiring Baby Boomers and redefine the workplace * Have grown up with technology * Internet, computers, CDs, and DVDs are the norm * Value diversity * Globally oriented * Value education * Generally held part-time jobs during high school and college 	<ul style="list-style-type: none"> * Want to have their input valued * Organizational loyalty is not part of their career orientation * Respect educators who demonstrate expertise and knowledge * Don't necessarily equate knowledge and expertise with age, rank, or tenure * Are comfortable with distance learning but enjoy the camaraderie of participating in learning activities with their colleagues * Enjoy incorporation of fun in learning * Value reading

References

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3. Martin, C. A. (2004). Bridging the Generation Gap(s). *Nursing* 2004 34(12): 62-63.