

## Overcoming the Generation Gap

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When interviewing or interacting with older generations remember there is a possibility that you may have been lumped in with a mass, homogeneous group of young people and their negative reputation. Whether it's true or not, there are negative traits that are especially associated with **Gen Z, Millennials** and **Gen X**. **Knowing some of these obstacles** will help you overcome any misunderstandings.

#### Lack of commitment

Make sure you **express clarity and realistic expectations** about the organization you are interested in. When you have a clear understanding, you can align your expectations and explore opportunities that allow you to put your ambition to good use. In your mind, be determined to commit to your new position for a minimum of one year. Make sure you have exhausted resources and opportunities where you are before changing.

#### Lack of value for face time

Younger generations have a huge reliance on technology and could result in a deterioration of interpersonal skills with other generations. When you engage in **face-to-face communications** you leverage your relationships with those you work for. If your employer and coworkers can talk with you in person, you eliminate miscommunication and misunderstandings. You've been raised and educated in an era of teamwork, group projects and open communication. Use it to your advantage and it will strengthen your career path!

#### Act Entitled

Whether you believe you are entitled or not, (61 percent of American adults believing younger generations are) **perception is reality**. You must do what you can to overcome the label. People who demand or expect things too fast (no matter their age) instead of being patient and respectful –

only expose their naivetes. Give your effort, help, and support without expecting anything in return. Don't demand anything, earn everything!

#### Need to be Heard & Recognized

You are probably accustomed to open discussion and free expression of viewpoints. However, you need to **know your audience before adding all your opinions**. You are bright, educated and creative. Remember, timing is everything! When the time is right, explain why another way is better and how it brings value. Fostering communication will give your employer a unique insight to your abilities and the value you bring to the team and the organization.

#### Social Media Reminder

**There's a strong chance an interviewer already knows you**, what you've done and what you are doing through a Google search and through your social profiles on LinkedIn, Facebook, Twitter and Google+. **Be sure your online presence supports your long term goals!** Be sure also to be honest in interactions with people based on what you are putting out there for them to see!

