

WHAT'S IN A GENERATION?

GENERATION	% OF POPULATION	CHURCH AFFILIATION %
GI / Silent	10/13	60/50
Boomer	29	40
Gen X	27	18
Millennial	21	10

GENERATIONAL PREFERENCES IN ORGANIZATIONS

PREFERENCE	BUILDER	BOOMER	GEN X/MILLENNIAL
Organizational Model	Traditional boards Hierarchical positions	Less formal boards	Ad hoc groups, committees
Decision Making	Democratic style Voting Robert's Rule	Democratic style Consensus	Consensus
Leadership	Orderly Objective Willing to make tough choices	Solicits great deal of input Focused Delegates	Relational Assures all persons heard Flexible Desires group ownership Prefers team leadership
Meeting Style	Formal Reports Sometimes very detail oriented Often lengthy	Somewhat less formal Agenda driven Time sensitive	Causal at informal places Time sensitive Order not a high priority
Volunteers	Personal interest Sense of duty or obligation Willing to participate without job description Oldest hard to recruit because "been there done that"	Personal need Little sense of obligation Wants to know expectations Needs job description	Personal need No sense of obligation Wants to know expectations Needs job description Wants to feel something is in it for them Needs to be brought in and affirmed and made to feel a part of something significant in order to build commitment
Time commitment	Often willing to have a long term commitment	Resists long term Wants limit - often 1 year	Prefers short term - 3 months to 1 year
Expectations of group support / performance	Often low but would like to see success	Expects results Wants excellence, disappointed with less Goal oriented	Excellence expected Requires relational support Wants team effort, goals, vision for a creative future