



# Deliberating Work-Life Balance Within Recovery Courts

A TARCP PROFESSIONAL SERIES  
MAY 2023

## Categorizing

A TEDx Talks with Leah Georges on generational stereotypes. [How Generational Stereotypes Hold Us Back at Work](#)

Lead Across Five Generations Interview with Hadyn Shaw. [Franklin Covey ON LEADERSHIP Interview](#)

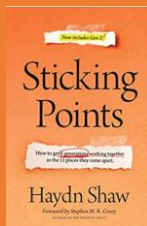
Forbes article on [Can 5 Generations Coexist in the Workplace?](#)

Generation-X vs. Millennials Put to Song [The Song Remembers When](#)

Need a laugh? Go to [Table Talk](#) to see the battle of generations.

And here they come with an explanation of why they matter.....  
[Generation-Z](#)

*Sticking Points* by Hadyn Shaw addresses how, for the first time in American history, we have five generations working together.



## With Appreciation



**Michelle Lyons-Ormon**  
is the winner of this  
month's TARCP  
20-ounce Yeti Rambler!

Claire Hastwell posted a blog, *Engaging and Managing a Multigenerational Workforce*, on the *Great Place to Work* website. She addressed the differences and solutions on how to best manage a diverse workforce.

Many workplaces have coworkers that span five generations, who are broken down by category, which is designated by their age range. These individuals are defined as the Silent Generation (born 1922 to 1943), the Baby Boomers (born 1944 to 1960), Generation-X (born 1961 to 1980), Millennials (born 1981 to 2000), and Generation-Z (born 2001 to 2020). Conforming to societal norms and technology of each lifetime encompasses a particular work ethic and expectation of workforce communication.

The Silent Generation finds motivation through respect and recognition. They are dependable and loyal, and are tactful with their communication. The Baby Boomers are motivated by being part of a team and through company loyalty. They are optimistic, hardworking, competitive, and efficient communicators. Generation-X is motivated through diversity, personal-professional interests, a healthy work-life balance, and are efficient communicators. Millennials are motivated through responsibility and different work experiences. They embrace diversity and civic responsibility and are achievement oriented with an IMs, texts, and email communication preference. Generation-Z is motivated through personalization, creativity, and individualism. They are addicted to digital devices and value independence, preferring contemporary coworkers and new technologies. Their communication style prefers IMs, texts, and social media.

Hastwell agrees that there is personality psychology to each generation, with their world events, cultural norms, and economic conditions having influenced them. However, she also discusses that these multigenerational presumptions can be unrealistic and risky for management, that it is difficult to broadly categorize people by behavioral expectations. She gave the examples of some Millennials adopting traditional behaviors while Boomers can show traits of Gen-Z. Some employees take care of their young children or care for their parents or both. Generational life events can lead to management challenges that include employees having differing priorities, an Us vs. Them attitude, and miscommunication. Her blog shows how to meet these challenges, build a better employer brand, and how to best understand how your employee groups are experiencing their working environment. To read her blog, go to [Claire Hastwell](#)

