

The background image shows a group of people in a dimly lit room, possibly a workshop or meeting. In the foreground, a person is holding a large, open notebook. Other people in the background are holding papers or documents. The overall atmosphere is focused and collaborative.

Opening Communication Through Generational Differences

Wyatt Bradbury, CSP, CHST, CIT



What is Communication?



Setting the Frame of Mind

https://www.google.com/url?sa=i&url=https%3A%2F%2Fen.wikipedia.org%2Fwiki%2FThe_School_of_Athens&psig=AOvVaw2dXHdOxCC3Yyu8xCyPAaIi&ust=1600518533748000&source=images&cd=vfe&ved=0CAMQJB1qFwoTCMi-eyqfa8usCFQAAAAAAdAAAAABAE

Who is this guy?

Wyatt Bradbury, CSP, CHST, CIT



- Pursuing MEng UAB Advanced Safety Engineering and Management
- Electrical Construction, Powerline Utility, Rail Safety, and Safety Consulting
- Region VI Assistant Vice President - Communications
- Education and Training Committee

Road Map



	Identify key differences that might be hindering our ability to communicate, collaborate, and grow
	Employ the strategies that can be used to successfully communicate across the generational gaps in each generational language.
	Review the roles of “mentor” and “mentee” and how these roles can interact successfully for the benefit of both parties.

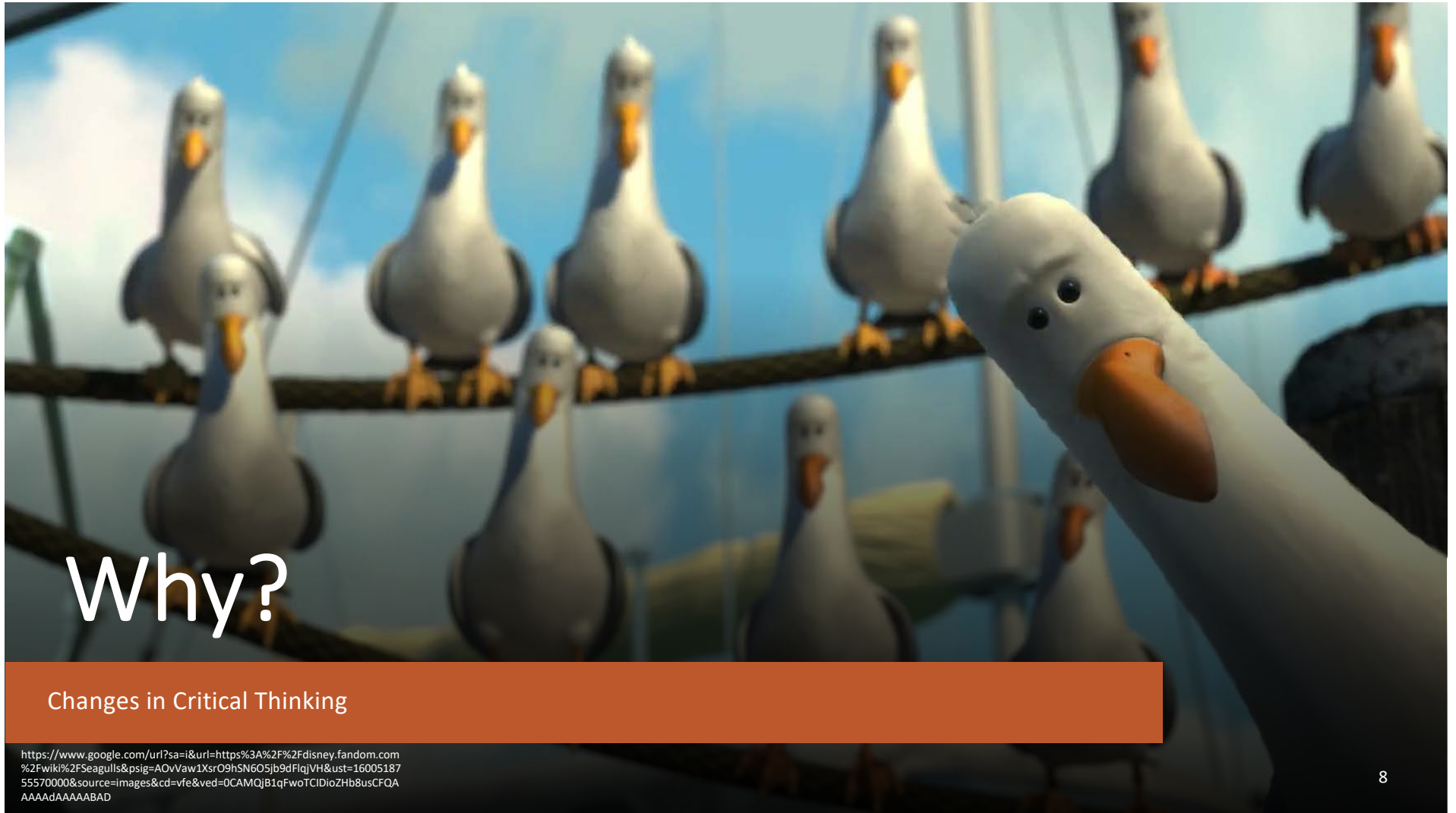


<https://www.google.com/url?sa=i&url=https://www.middleweb.com/2502/2Fwhat-we-can-learn-from-the-star-bellied-sneetch%2F&psig=AOvVaw1n9TYCUcgXf8KdelzGqXy3&ust=1600517463287000&source=images&cd=vfe&ved=0CAMQjB1qFwoTCNiK2avW8usCFQAAAAAdAAAAABAK>

Professional Opportunities and Education



Technology and Automation

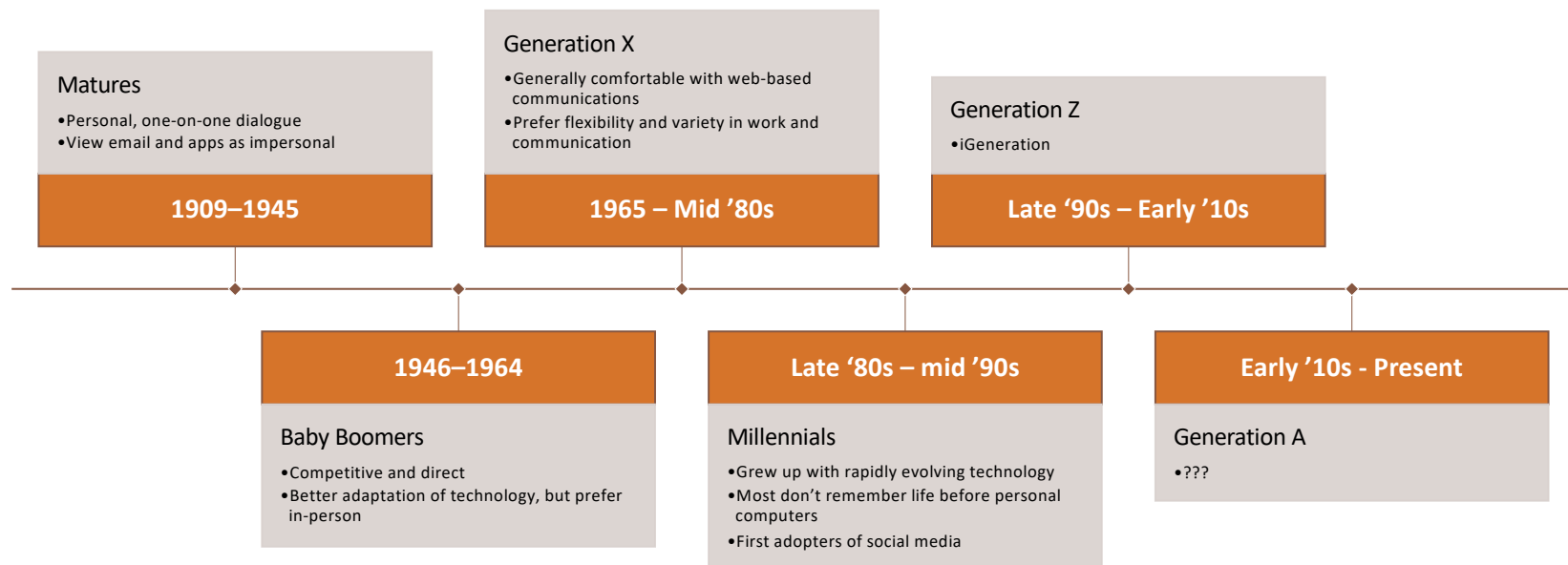


Why?

Changes in Critical Thinking

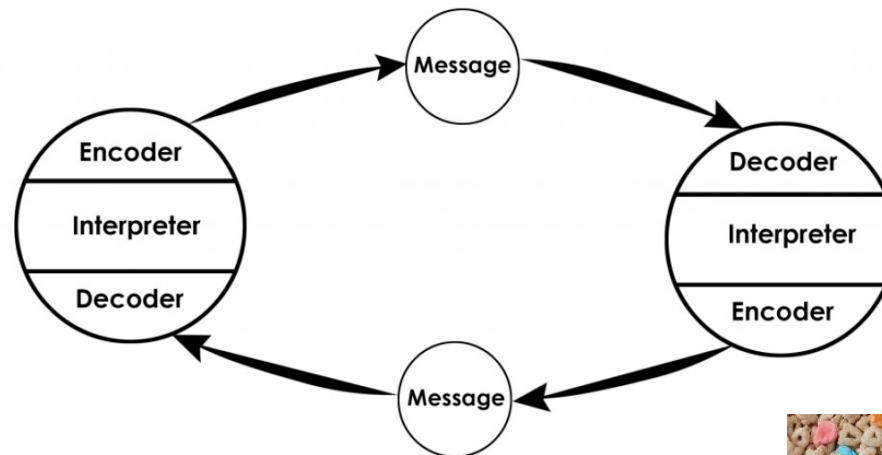
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Communication



Why does method matter?

Osgood-Schramm Model of Communication



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<https://www.google.com/url?sa=i&source=images&cd=icad-rj2a&uact=8&ved=2ahUKEwJ0eatYjKAH1UL8KHVMhAgQ8168AgBIA&url=https://3A932F27www.businessinsider.com/27lucky-charms-still-have-artificial-ingredients-2016-9&pg=AOvVaw3qgDwJATXhEVX9oq1p&ust+156773493706702>



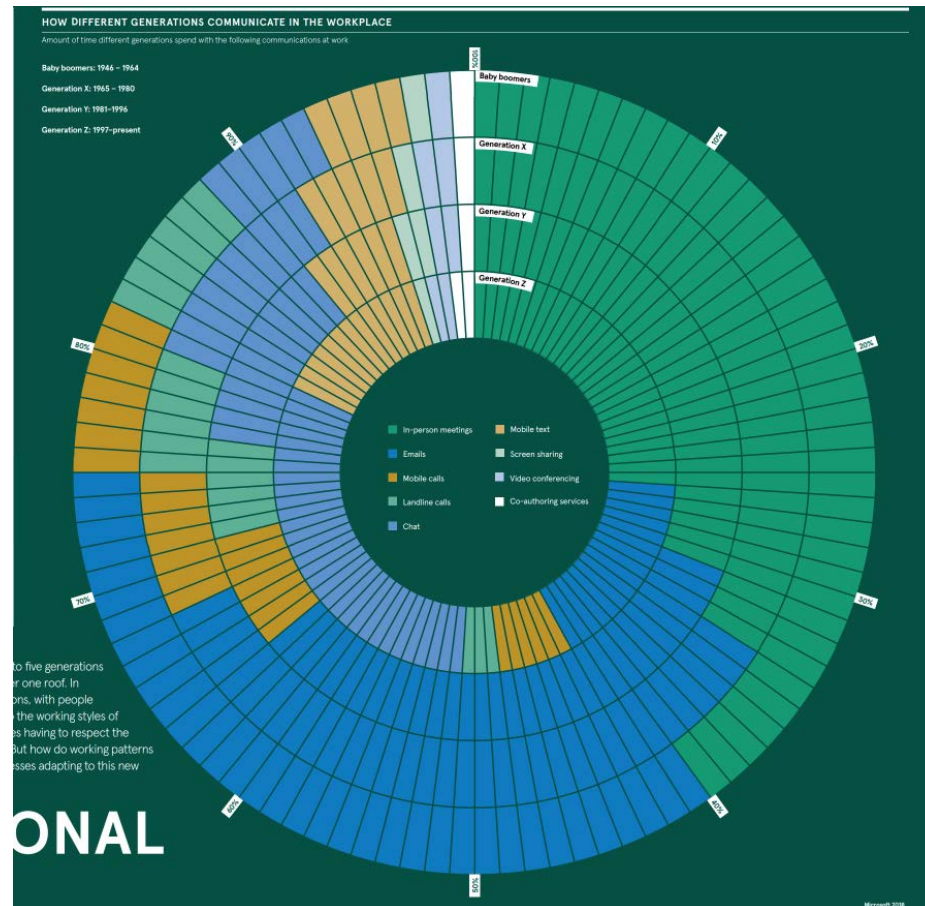
Gen W:
in person: 40%
by phone: 13%
electronic: 44%

Gen X:
in person: 34%
by phone: 13%
electronic: 49%

Gen Y:
in person: 31%
by phone: 13%
electronic: 51%

Gen Z:
in person: 26%
by phone: 9%
electronic: 60%

<https://www.visualcapitalist.com/generations-approach-workplace/>



Mentorship

Established Professionals and Emerging Professionals

- Setting the Expectations
 - What is your individual mission? What is the mission of your proposed partner?
 - A key to collaboration is the overlap of mission between the parties (Wagner, 2018)
 - Why are you seeking mentorship?
 - What are the unique needs each of you have? What does the other have that you need?
 - Do not simply seek out your perfect counterpart (Wagner, 2018)
 - What will you do to maintain strong communication during mentoring (Wagner, 2018)?
 - What is fair and reasonable in mentoring?



What does “good” look like?

Experienced Generations

- Willingness to listen and try
- Ability to give relevant and insightful guidance and support
- Providing opportunities for growth and development
- Empowering emerging professionals to grow

Emerging Professionals

- Be open to opportunities and willing to work in any capacity
- Actively listen, respectfully question, and work toward understanding
- Engage peers and challenge them to do the same
 - Perpetual leadership



Summary

- Get out of the “Us Vs. Them” Mindset
- Use technology to enhance communication through means and methods that will build the relationship
- Reframe the conversation around “why”
- Develop communication skills outside your specific generation
- Use your individual mission, needs, and offerings to help select a mentor/mentee that can challenge you to grow and develop
- Determine what “good” looks like for you and your collaboration partner and hold each other accountable to that standard.

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Follow Up

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