

ACTIVITY GUIDE

Organizational Development & Learning

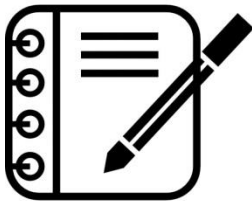
EVOLVE WITH AN EVOLVING WORKFORCE

The workplace is constantly evolving. Generations are a great example of this – we have one generation retiring and another moving up to take its place. We are all different, whether it's our education levels, culture, social norms, values or openness to change. A variety of perspectives in the workplace can bring huge benefits to your team. The goal here is to strengthen working relationships and squash stereotypes. This activity gives participants an opportunity to talk about their perceptions and find ways to stay away from stereotypes.



TIME

30 Minutes



MATERIALS

Optional: Flip chart/ markers

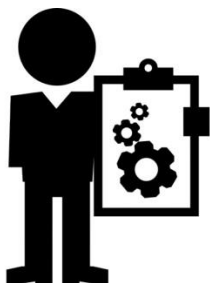
Instructions for the activity

DIRECTIONS

Let's focus this activity around generations. There is a good chance that your organization employs individuals from age 16-70. That is quite the difference in age. So how can we continue to work really well together? Begin a discussion.

Ask questions like:

1. What do you think the older generation thinks of the younger generation?
2. What does your generation think of the generation or two above it?
3. Do you think these ideas are always true? Sometimes? Never true?
4. Why do you think each group may have these ideas about other generations?



DEBRIEF

The leader of the activity should debrief that activity with participants by asking a few questions to dig a bit deeper and overcome stereotypes.

1. Did you learn anything about yourself answering those questions?
2. How can you overcome your unconscious perceptions?
3. What are the negative impacts of stereotypes?