

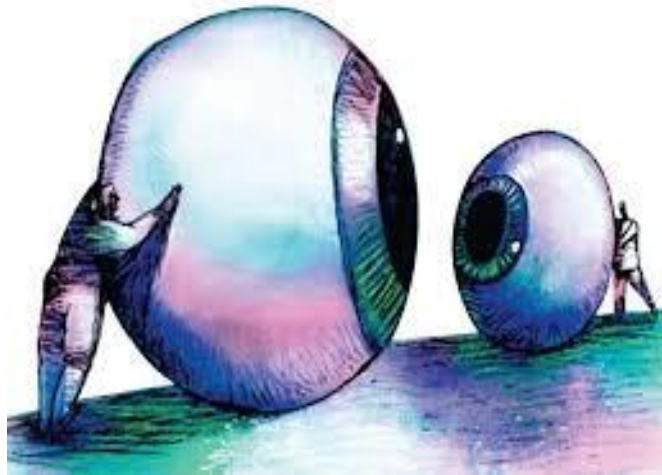


Understanding Students; Generational Differences

Rick Tranter 2018

Engaging with trainees

Why do we sometimes find it hard to see eye to eye?!



How would you characterise today's GP trainees?!

Discuss in your group what you have witnessed of their behaviours, values and beliefs



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The youth of today.

Lazy

No focus

Often late

Always looking at their phones
(and taking selfies)

Moan a lot

Spoon fed

Do not respond well to criticism

Arrogant

Lack loyalty

Less resilient?!



How do you think they view us?!

In your tables discuss how you think supervisors may be perceived by GP trainees



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Supervisors

Stuck in their ways

Rules for no reason – emphasise etiquette

Demand respect by virtue of their position

Judge others by their own beliefs

Averse to change



SO WHO ARE THE DIFFERENT GENERATIONS?

Here is how they are often grouped:



TRADITIONALISTS:

Value authority and a top-down management approach; hard working; 'make do or do without'.



BABY BOOMERS:

Expect some degree of deference to their opinions; workaholics



GENERATION X:

Comfortable with authority; will work as hard as is needed; importance of work life balance.



GENERATION Y:

Respect must be earned. Technologically savvy; goal and achievement oriented.



GENERATION Z:

Many traits still to emerge. Digital natives, fast decision makers, highly connected.



Baby Boomers

Baby Boomers (1946-1964) occupy many of the leadership positions by virtue of their age and length of time spent in organisations. They are hardworking and hold value in medicine being a vocation.



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Generation X

Generation X (1965-1976) are “*straddling the generational divide between the baby boomers and millennials*”. They have observed in their elders the toll of working oneself in to ground and instead aim to achieve a work-life balance.



Millennials

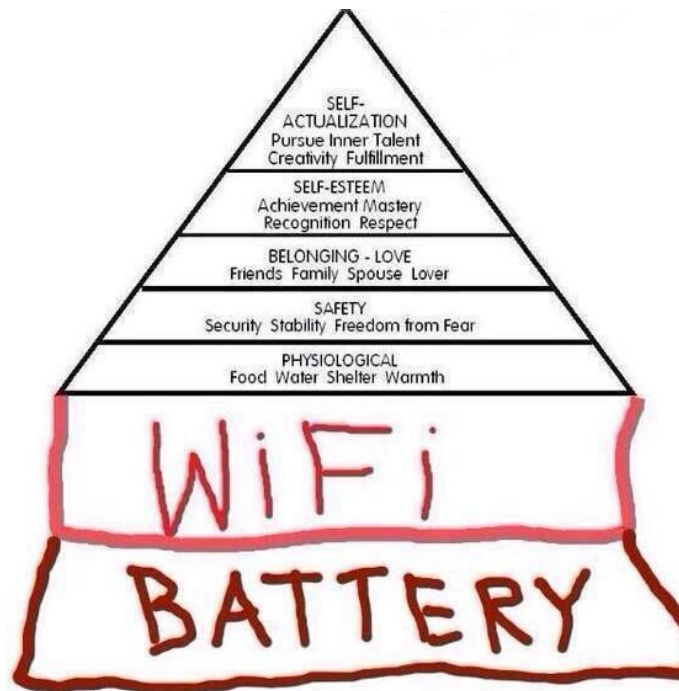
Millennials (1977 to 1995) are more technologically savvy.

They can be just as productive as their older colleagues in less time due to the advantages that technology brings but can seem less engaged due to technology hindering face to face connections. Millennials value flexibility and variety over everything else and want to be treated fairly and as human beings and therefore putting work before anything else as the baby boomers do, does not sit comfortably with the Millennials.



Post Millennials

Post- Millennials (1996 onwards) “*have been born with a smart phone in their hand*” and do not know life without technology and social media.



Simon Sinek on Millennials in the Workplace

<https://www.youtube.com/watch?v=hER0Qp6QJNU>

Stop at 11.30



Additional challenges

Background

Cultural Differences

Personality types (MTBP)

Learning preferences (Honey & Mumford)

Resilience



Have a chat

What can we do to get the most out of millennials in the NHS?!



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Examples

As a group or in trios, discuss the issues which have arisen while doing your homework as a result of generational change.

Jot down issue, and how these can be resolved.



Summary

Understand each other

Communicate and be honest

Help them to feel valued

Remember nobody wants to do a bad job

