

“We don't see things as they are,
we see things as we are.”

Anais Nin

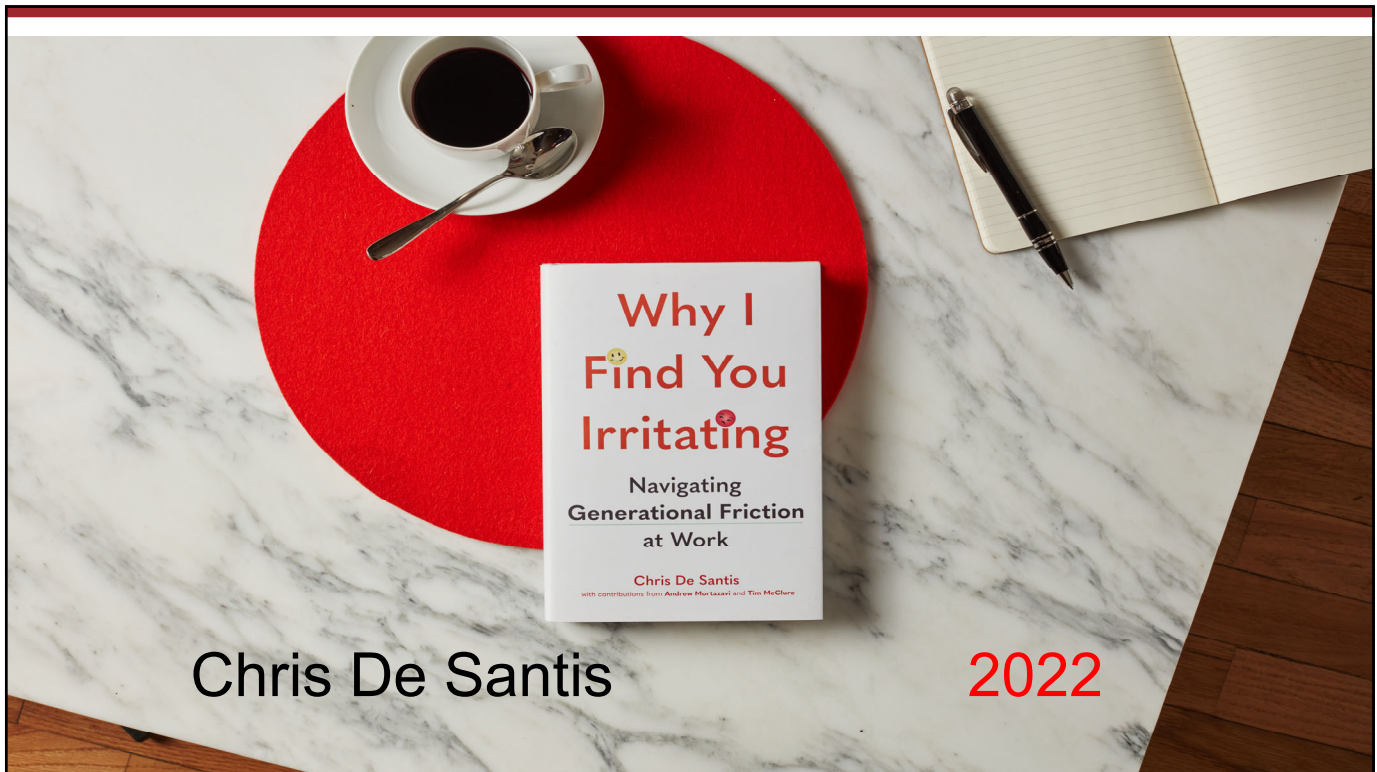
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The Florida Man and Schrodinger's Cat

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2022

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Perceptions, Biases and Generalizations

- The Dunbar Number: Procreation has out paced Evolution
- The Process: Deletions, Distortions, and Generalizations
- Heuristics and the Salience effect
- Confirmation Bias and Conversational Coordination

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Additional Generational **Caveats**

- Chronological birth not as important as shared beliefs, experiences, and the perception of where one belongs
- Most data on generations derived and appropriate to non-traditional societies
- Generational differences not the same as stages of life

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Life's Hurdles and the **Emerging Adult**

- Completing school
- Becoming financially independent
- Leaving home
- Marrying

1960	2010
77% of women	13% of women
65% of men	10% of men
- Having a child

Scott Hess

Tru insights consulting

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Generational Waves and Cusp Babies: A Review

Traditionalists	Boomers	Gen X	Millennials	Gen Z	Gen Alpha
1923-1943	1944 - 1964	1965 - 1981	1982 - 1996	1997 - 2012	2012-?

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“Each generation foretells the downfall of civilization as seen in the rise of the next generation. They are a constant source of disappointment, until they are not.”

Anonymous

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Coming of Age

Boomers
1944-1964

Hippies

Gen X
1965-1981
Slackers

Millennials
1982-1996
Entitled

Gen Z
1997- 2012
?

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Incongruence at Work

Boomers
1944-1964
Permissive
Authoritarianism

Gen X
1965-1981

Millennials
1982-1996

Gen Z
1997- 2012

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Incongruence at Work

Boomers
1944-1964
Permissive
Authoritarianism

Gen X
1965-1981
Natural
Growth

Millennials
1982-1996

Gen Z
1997- 2012

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Incongruence at Work

Boomers
1944-1964
Permissive
Authoritarianism

Gen X
1965-1981
Natural
Growth

Millennials
1982-1996
Concerted
Cultivation

Gen Z
1997- 2012

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Incongruence at Work

Boomers 1944-1964 Permissive Authoritarianism	Gen X 1965-1981 Natural Growth	Millennials 1982-1996 Concerted Cultivation	Gen Z 1997- 2012 Co-piloting
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The Context

As a **child** of 6 to 8, when you began to notice the world around you, you started to develop a **lens** through which you interpreted events, situations, and the motives of others. This was reinforced by what you heard in the house and by your peers. Each generational **“cohort”** group in large part, shares common **beliefs** and interpretations of **values**.

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Review of Generational Lens Influences

- **Where you are:** Your Stage of Life
- **What happened:** Flash Bulb memories and Socio-Economics during adolescence
- **What's important:** Cohort's socialization

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Boomers

1944 - 1964

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Boomers: 1944 - 1964

Events

Post war boom
 GI Bill
 Wealth Effect
 Relatively Permissive Parenting
 The Cold War
 Women's Rights
 Civil Rights
 Crowded Classrooms
 Camelot
 Disco

What's Important

Joining
 Optimism
 Competition
 Loyalty: sacrifice and deference
 The long good day work ethic
 Being present
 Climbing the ladder
 Faith in the covenant
 The mythic hero
 A "Gut" feeling

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Gen X

1965 - 1981

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Generation X: 1965 - 1981

Events

Stagflation
Downsizing
Working parents
Latch key kids
Natural growth parenting
Vietnam
Nixon
Milk cartons
The first technologists
The computer in isolation
The erosion of trust

What's Important

Free ranging
Self reliance
The habit of privacy
The unvarnished truth
Personal security
Independence
Work/Life accommodation
The really long, busy, and private work day
Transactional relationships and schmooze free
Realist: inspiration-free zone (at work)

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Millennials

(Pre and Post Rubicon)

1982 - 1996

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Millennials: 1982 - 1996

Events

The Berlin Wall
 The Dot Com
 Globalization
 The Internet: the connected computer
 Digital diffusion
 Tethering
 Trophies
 The culture of immediacy
 The family vacation
 Homework: an act of love
 Play dates and vetting
 Concerted Cultivation Parenting
 9/11

What's Important

The bubble of love
 Dialog
 The habit of engagement/distraction
 Optimism
 Diversity and social responsibility
 Collaboration and competition
 Constant contact and sharing
 Interdependent
 Being scheduled
 The Discerning Consumer
 Time and place agnostic
 Poise and the dinner table

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Gen Z

1997 - 2012

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Gen Z: 1997-2012

Events

iPhone
 Facebook
 Twitter
 Instagram
 Snapchat
 Standardized testing
 School shootings and code red drills
 The Great Recession 2008
 Reality TV
 Play dates

What's Important

The Outboard brain
 FOMO
 Security/Safety
 A Livelihood
 Time to work alone
 Constant availability
 Face to Face
 The Rules
 The Side Hustle
 Flexibility and Customization
 Health
 Fairness and equity
 Diversity and Inclusion
 The Curated self
 Being "straight up" with the truth

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Before I wrap up,

Is there anything I can clarify?

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The **Path** Forward

- The only absolute truth is what is true for you personally, anything else is fodder for conversation.
- Start a dialogue recognizing there may be different perspectives in terms of priorities and interpretations of values.
- Ultimately, know we have more in common than we have differences between us.

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Thanks for Listening

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Cubicle Confidential

Why I Find You Irritating:

Navigating Generational Friction at Work

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Speaking of Dialogs, a Few Words about **Trust**

Trust is layered not binary and built on consistency, reliability and transparency

- **Swift Trust:** I expect you are able to do this
- **Passable Trust:** You have repeatedly demonstrated you are able to do this
- **Emotional Trust:** I know who you are through shared experiences and I believe you

"Remote Work Revolution"

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Building **Trust one Week at a Time**

- **What was great about this week for you?**
- **What did you hate about this week?**
- **What are your priorities this week?**
- **How can I help?**

"Remote Work Revolution"

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