**Managing Students from Different Generations**

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| **Generation** | **How They Were Taught in School** | **Traits** | **Teaching Suggestions** |
| Baby Boomers (1946-1964) | * Taught in a linear fashion (rote learning and memorization were an important component)
* Read books
* Sought new information via encyclopedias / newspapers
* Listened to lectures
* Minimal technologies (overhead projectors, filmstrips, mimeographs)
 | * Strong work ethic (live to work)
* “Pay your dues” mentality
* Competitive
* Goal-centered
* Resourceful
* Disciplined
* Loyal to employer
 | * Discuss and practice techniques / treatments before asking the student to perform them on patients
* Give independent research assignments / homework
* Schedule regular meetings to discuss daily schedules, student’s questions, and student’s progress
* When able, let the student know the value of his/her contributions to the workings of the department
* Develop a routine for the day’s events
* Utilize face-to-face or phone communication, whenever possible vs. e-mailing or texting
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| Generation X (1960-1981) | * Taught in short modules
* Didn’t read books cover-to-cover—looked for exactly what they needed
* Learned through a combination of lectures and small-group activities
* Computers were present, but not readily available
 | * Cynical / skeptical
* Self-reliant (“latch-key” kids)
* Problem-solvers
* Defy authority
* Reject “pay your dues” mentality / dislike bureaucracy
* Loyal to people but not organizations
* Want to know how something is going to help them in the “real world”
* Competent with technology
* Multi-taskers
* Seek a balance of work and life (work to live)
 | * Let the student learn by doing, as much as possible (freedom is the best reward)
* Validate the student’s opinions and ideas when they are on the right track
* Provide direct and immediate communication to the student
* Create a positive atmosphere, but be direct
* Provide clear, detailed instructions
* Avoid micromanaging
* Relate the student’s learning to the “real world”
* Provide opportunities for individual work
* Incorporate technology, when appropriate
* Provide some flexibility in the routine
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| **Generation** | **How They Were Taught in School** | **Traits** | **Teaching Suggestions** |
| Generation Y / Millennials (1982-2001) | * Learned more through exploration / flexible learning environment
* Utilized computers for most research (digital natives)—unlimited information available
* Didn’t read books
* Comfortable changing focus quickly
 | * Optimistic
* Expect immediate feedback (the “now” generation)
* May ask questions they already know the answers to (validation)
* Not accustomed to negative feedback (“everybody gets a trophy for participation”)
* Short attention span
* Attached to technology 24/7
* More accepting of authority than Gen X
* Sheltered (“helicopter parents” / “PC world”)
* Team-oriented
* Sense of entitlement
* Visual learners
* Opinionated
* Work to live
* “Check out” or move on if they get bored or feel disengaged
 | * Communication through e-mails and texts is acceptable
* Provide clear objectives
* Encourage self-assessment
* Provide opportunities to collaborate
* Incorporate technology, when appropriate
* Provide opportunities to multi-task
* Allow student to “customize” their learning, as able
* Be flexible, avoid routine
* Provide regular validation of what they’re doing well
* Feedback should be immediate and more of a mutual sharing than a one-sided activity
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