**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 |
| 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 |