



Generational Learning Styles (Generation X and Y)

Section 1: Four Generations of Learners/ Workers

1.	Traditionalists	Pre 1946
2.	Baby Boomers	1946 - 1964
3.	Generation X / Gen X	1965 - 1980
4.	Generation Y / Gen Y / Millennials	1981 - 2000

Section 2: Generation X Learner Traits.

- Unlike the typically idealistic Baby Boomers, Generation X tends to be Skeptical and Cynical.
- Independent and self-reliant (Sometimes referred to as “latch-key kids”)
- Entrepreneurial thinkers
- Resourceful / problem solvers
- Defy authority
- Reject the “pay your dues” mentality
- Loyal to individuals, not organizations
- Reality driven: how will a class help them in the real world?
- Have a distaste for “touchy feely” teaching methods
- Competent with technology
- Intolerant of bureaucracy
- Value freedom as the best reward
- Multi-takers / balance work and life

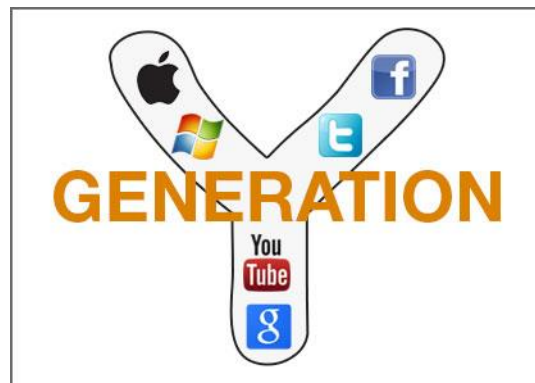


Section 3: Instructional Strategies for Generation X Learners

- Offer direct / immediate communication (emails and phones)
- Get to the point and provide clear instructions
- Avoid micromanaging them
- Make assignments “real world”
- Provide opportunity for individual work
- Incorporate technology when possible
- Use games and case studies

Section 4: Generation Y: A.K.A . . .

- Gen Y
- Millennials
- The Entitled Generation
- Generation Me
- Net Generation
- Boomerang Generation (move back home after college)
- Peter Pan Generation (they take longer to grow up than any other generation)





Section 5: Generation Y Learner Traits

- Tend to be optimists
- Expects immediate feedback
- Not accustomed to negative feedback
- Short attention span
- Wired 24/7
- More accepting of authority than Gen X
- Sheltered (by their helicopter parents and politically correct world)
- Team oriented
- Strong sense of entitlement
- Highly visual learners
- Expects accommodations
- As digital natives, they expect technology
- Often concerned with style over substance
- Opinionated





Section 6: Instructional Strategies of Generation Y Learners

- Gen Y likes to communicate through texting and social media
- Provide clear objectives and standards
- Develop self-assessment items
- Provide opportunities for group work
- Incorporate technology
- Create a multimedia environment
- Offer chances to multi-task
- Give them group projects to complete
- Connect to learners through social media ([Edmodo](#) is great for educational purposes)
- Include ways learners can customize the course . . .
- . . . but provide a very structured environment.

