From Walking Stick to Selfie Stick: Serving EHDI Families

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Objectives

- 1. Learn the common characteristics, similarities, and differences of the generations.
- 2. Learn how to overcome generational differences to meet the needs of each family.
- 3. Learn the parenting styles of each generation and how you can adapt to meet the needs of parents.

What is a generation?

The Center for Generational Kinetics defines a generation as:

"... a group of people born around the same time and raised around the same place. People in this birth cohort exhibit similar characteristics, preferences, and values over their lifetimes."

What are the current generations?



- Traditionalists (1945 and before)
- Baby Boomers (1946-1964)
- Generation X (1965-1976)
- Millennials (1977-1995)
- Generation Z (1996 and after)

Common Generational Characteristics

Loyal

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Hardworking

Determined

Respect Authority

Thrifty

Tech Challenged

∧ Strong Work Ethic

Self-Assured

Competitive

Goal Centrict

Team Oriented

Disciplined

Open & Honest

© Embrace Feedback

Work-Life Balance

Collaborative

Goal Oriented

Tech Adept

Achievement Oriented

Team Oriented

Craves Attention

Job Hopper:

Family Centric

Tech Savvv

Financially Focused

Entrepreneurial

Competitive

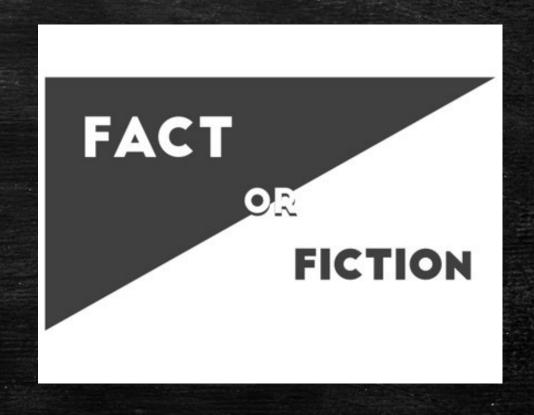
Independent

Want to be Heard

ALL About Technology

Generational Gaps

"A generation gap or generational gap is a difference of opinions between one generation and another regarding beliefs, politics, or values." -McNamara



Parenting Styles Across the Generations

Casual

aditio

Laid-Back

Hard Work Provides

Latch Key Kids

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Nurturin

Discussion, discipline

Attentive

Value Children's
Perspective

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Highly Involved

<u>s</u>en

Active in School System

Protective Parents

Micro-Managing

Sacrifice themselves for the kids

Flexible

Hang Out with Kids

Don't Value Playtime

Use the Internet for Parenting Advice

Confident Parents

Struggling Financial

Waiting to Have Kid

ien z

What about grandparents...



Overcoming Generational Differences



EHDI Program Adaptations: Meet Employee Needs

- Train your staff
 - Communication
 - Technology
- Be Transparent
- Provide Growth and Development Opportunities
- Offer a Variety of Employee Benefits



EHDI Program Adaptations: Meet Families' Needs



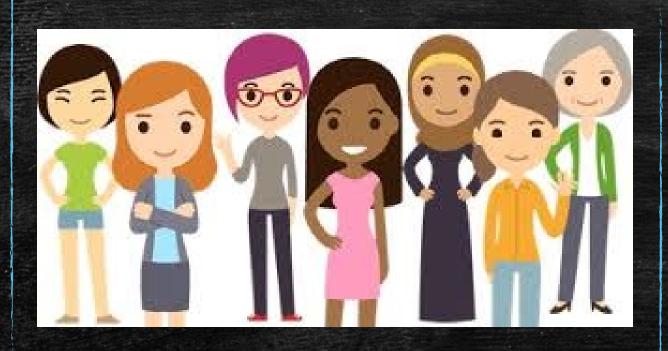
- Communication
- Resources
- Marketing
- Implementing Change
- AdvisoryCommitteeMeetings
- Create partnerships

EHDI Direct Service Supports: What can you do?

- Learn & Understand Your Differences
 - Be Flexible
 - Be Patient
 - Be Understanding
 - Be Respectful
 - Don't Assume
- Adjust Your Style
- Communicate in the Families
 Preferred Method
- Vary Resources



Panel of Experts



- EliseDawkins
- Karen Hopkins
- SaraKennedy
- AndreaStambaugh

Thank you!

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