

Why Intergenerational Engagement Matters?

By elevating the value of each generation, mitigating age-related biases, and fostering appropriate engagement, we can establish a more inclusive and equitable society that cultivates a future-oriented workforce culture where every individual, irrespective of their age or career stage, feels respected, connected, and empowered to achieve success.



Below are seven tips to assist you in cultivating intention:

Intergenerational engagement embodies inclusion through action, not merely awareness. *Being intentional about communication styles, delivery, and impact is essential for navigating varied expectations and tasks. Embracing the willingness to deliberately understand others is a winning strategy.*

Intergenerational engagement acknowledges the inherent strengths of each generation, rather than perpetuating stereotypes. *Instead of viewing generations as “problems” to be managed, it is crucial to recognize the unique value each generation brings to the table. This message conveys the fundamental truth that everyone possesses something valuable to offer, learn from, and contribute to.*

Intergenerational engagement fosters equitable communication and a shared understanding of work styles. *Different generations often exhibit distinct preferences in terms of communication and work approaches. When these preferences are acknowledged, unintentional exclusion can occur.*

Intergenerational engagement enhances a sense of belonging by mitigating bias and assumptions. *Age-related assumptions such as “too young,” “too old,” “not tech-savvy,” and “not loyal” contribute to exclusion. By identifying and addressing our generational biases and approaching differences with curiosity, we can foster a culture of understanding rather than assumptions.*

Intergenerational engagement supports career success at any stage of life, not just during the early career years. *Belonging encompasses the assurance of a future within the organization. Regardless of our career stage, we all require mentorship, positive influence, which ultimately leads to relevance, respect, and the establishment of legacy pathways.*

Intergenerational engagement strengthens organizational culture by bridging gaps. *Workplaces thrive when diverse life experiences, perspectives, and communication styles converge. Intergenerational alignment cultivates stronger teams and cultures that embody the “EVERYONE BELONGS” principle.*