

The COSTs and Benefits of Multigenerational Teams

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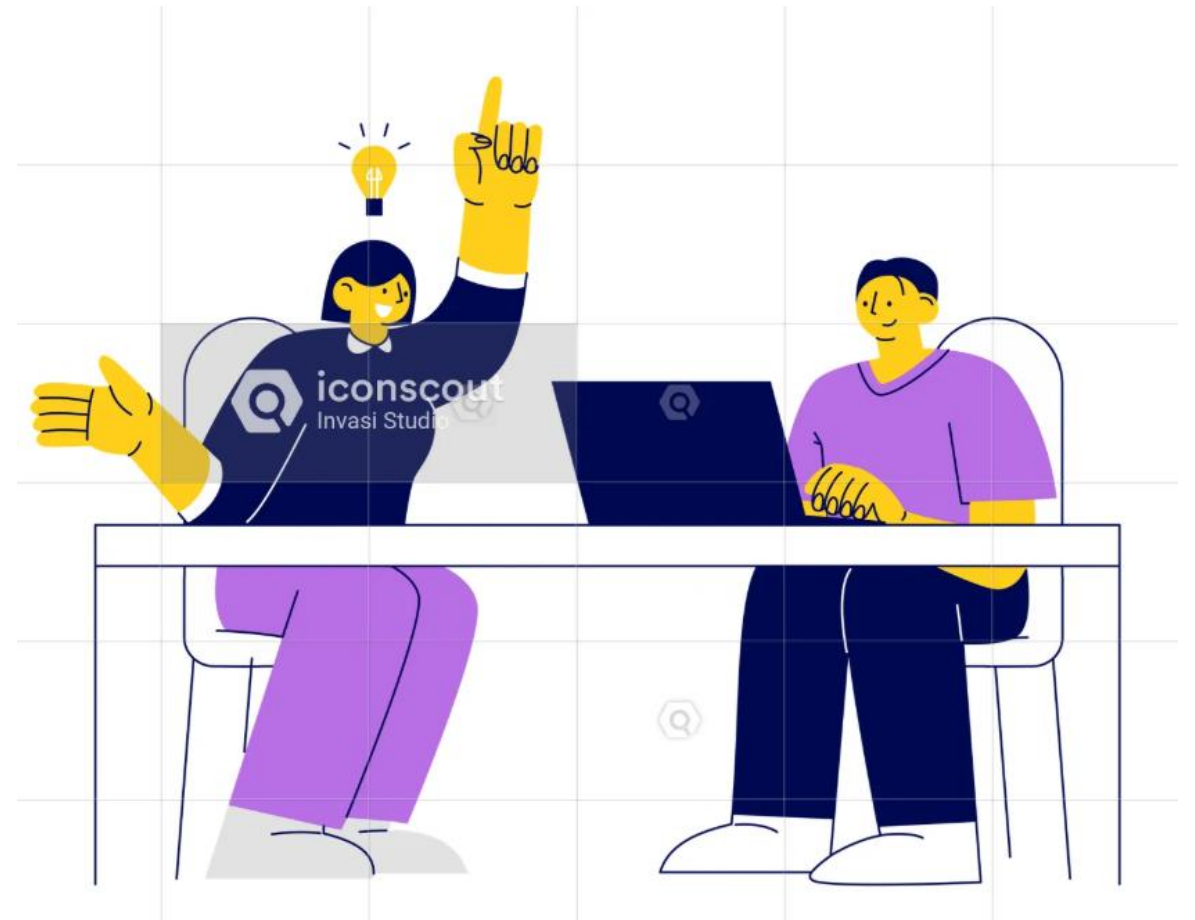
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Source:
<https://www.atlassian.com/>

Effects of Generational Diversity in Research Teams

- Diverse perspectives
- Creativity and innovation
- Flexibility and adaptability
- Mentoring and development
- Team cohesion



Source: <https://iconscout.com/>

Generations X, Y, and Z?

- **Baby Boomers (1946–1964)** Live to work. Independence and institutional loyalty. Bad at technology?
- **Generation X (1965–1980)** Grew up analog. Veterans of the 1990s. Experienced, but inflexible?
- **Generation Y / Millennials (1981–1996)** Early digital adopters. Seek meaningful work, prefer flexibility and teamwork.
- **Generation Z (1997–2012)** Digital natives, quick to master new technologies, value diversity and inclusion.



Generations X, Y, Z... at work

- **Boomers / Gen X:** strong work ethic, respect for authority, experience with long-term projects, prefer structured communication (email or face-to-face)
- **Gen Y:** team-oriented, techno-optimistic, seeking purpose, growth, and strong company culture, value workplace flexibility
- **Gen Z:** prefers a flexible and inclusive environment, prioritize their core beliefs, easily leave roles that conflict with these; demands psychological safety, and real-time validation from leadership



Best practices in managing generationally diverse teams

- Don't be surprised by otherness – understand differences among team members.
- Encourage transparent communication – create space for sharing different perspectives.
- Enable mentoring and mutual learning – include everybody in leading teams.
- Require mutual respect and empathy – all generations have different needs.
- Support inclusion and equal opportunities, yet make the team's mission a clear priority.



Source: <https://illustrations.design/>