1.	Record Nr.	UNINA9910830655003321
	Autore	Kriegel Jessica
	Titolo	Unfairly labeled : how your workplace can benefit from ditching generational stereotypes / / Jessica Kriegel
	Pubbl/distr/stampa	Hoboken, New Jersey : , : Wiley, , 2016 ©2016
	ISBN	1-119-22061-0 1-119-22062-9
	Descrizione fisica	1 online resource (158 pages)
	Disciplina	658.3120842
	Soggetti	Conflict of generations in the workplace Intergenerational relations Stereotypes (Social psychology)
	Lingua di pubblicazione	Inglese
	Formato	Materiale a stampa
	Livello bibliografico	Monografia
	Nota di bibliografia	Includes bibliographical references and index.
	Nota di contenuto	Introduction: Taking issue with generational issues -- Why we stereotype -- Age versus generation -- American labels in a global world -- When are the labels useful? -- Employee engagement -- Performance management -- Collaborative teamwork -- Recruiting -- Technology -- Roadmap to changing your organization's culture -- Case study 1 -- Case study 2 -- Resources: Case study 2 details.
	Sommario/riassunto	Unfairly Labeled challenges the very concept of "generational differences" as an unfair generalization, and offers a roadmap to intergenerational understanding. While acknowledging that generational stereotypes exist, author Jessica Kriegel argues that they are wrong -- and that it's unreasonable to assume that the millions of people born in the same 20-year time span are motivated by the same things, attracted to the same things, and should be dealt with in the same way. Drawing upon her experiences with workers of all ages and types, she shows how behaviors know no generational boundaries and how to work with people based on their talents, strengths, and weaknesses rather than simply slapping on a generational label and fitting them into an arbitrary slot. There are 80 million Millennials in America, yet there are myriad books on "managing Millennials" and

"working with Millennials" and "the problem with Millennials." This book shows that whether you're working with Millennials, Generation X, or Baby Boomers, age is not the issue -- it's the interpersonal dynamics that matter most. Examine the concept of "generational issues;" explore the disparate reality of each 20-year generational span; learn to understand and work effectively with other generations; and facilitate intergenerational understanding sessions. The human mind craves categorization, so the tendency to lump people together is natural. It may, however, be holding your organization back. The members of each generation have only one thing in common -- their age -- and even that varies by two whole decades. Why assume that they should all be managed the same way?