



2025

CINCINNATI, OH
OCTOBER 28 & 29

NAVIGATING WORKPLACE DYNAMICS:
GENERATIONAL PERSPECTIVES

Christien Renner and Teena Blount

INTRODUCTIONS

Christien Renner

- Sales+Safety/Father/Firefighter
- 10 years with SafeStart
- Millennial



Teena Blount

- 25+ years EHS in Surface Mining
- 11 years with Safestart as a Consultant
- Baby Boomer



WHAT GENERATION DO YOU BELONG TO?

-  1928 – 1945 Silent Generation
-  1946 – 1964 Baby Boomers
-  1965 – 1980 Generation X
-  1981 – 1996 Generation Y (Millennial)
-  1997 – 2012 Generation Z
-  2013 – 2024 Generation Alpha



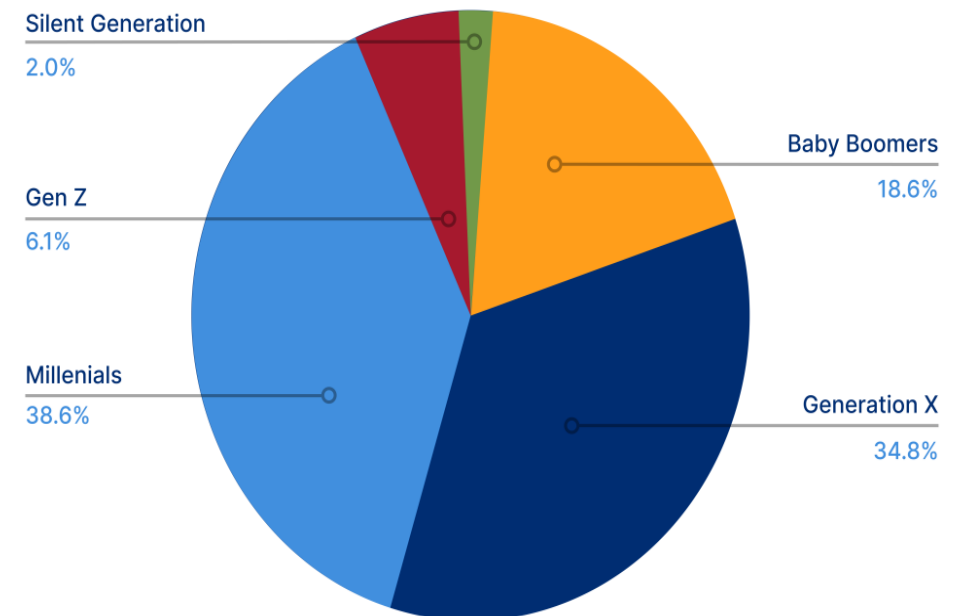
GENERATIONS IN THE WORKPLACE

- Currently there are four distinct generations in the workplace.
- Each one brings their life experiences, values, behaviors, attitudes and so on with them
- These impact:
 - Communication
 - Training
 - Retention
 - Fulfillment
 - Leadership

Workforce Numbers in the U.S. (%)

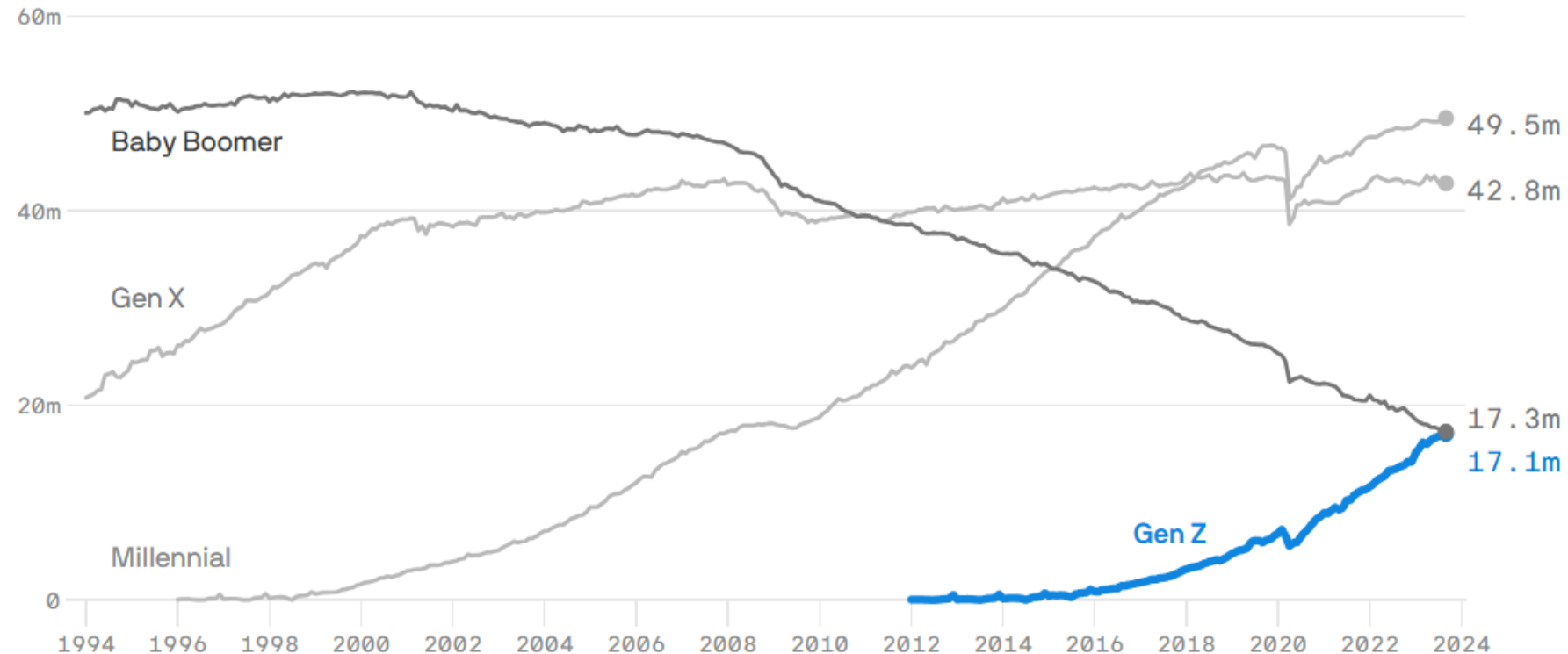
Source: Purdue Global, 2020

HIRE HOPKINS



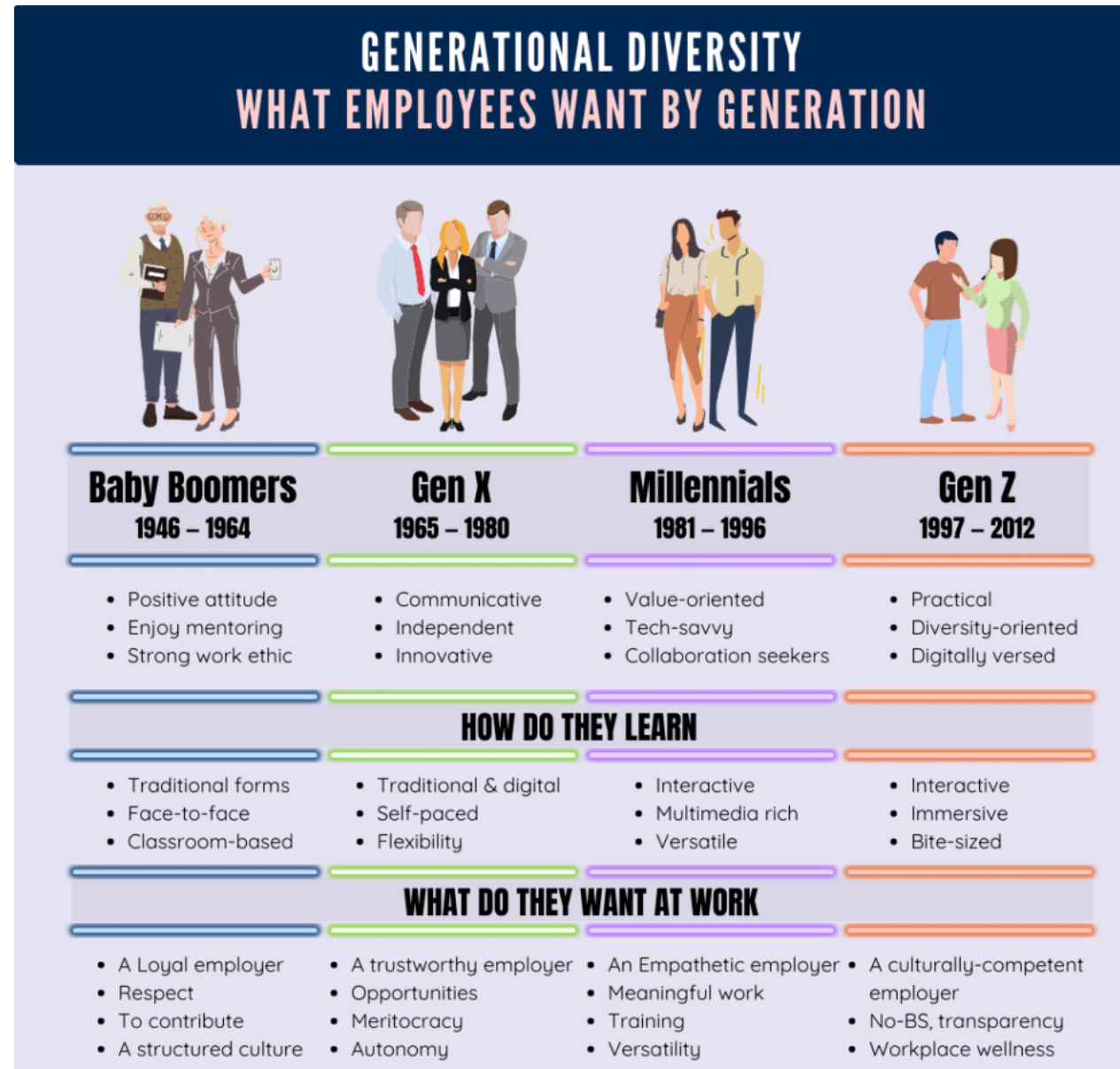
U.S. full-time workforce, by generation

Seasonally adjusted; Monthly, January 1994 to September 2023

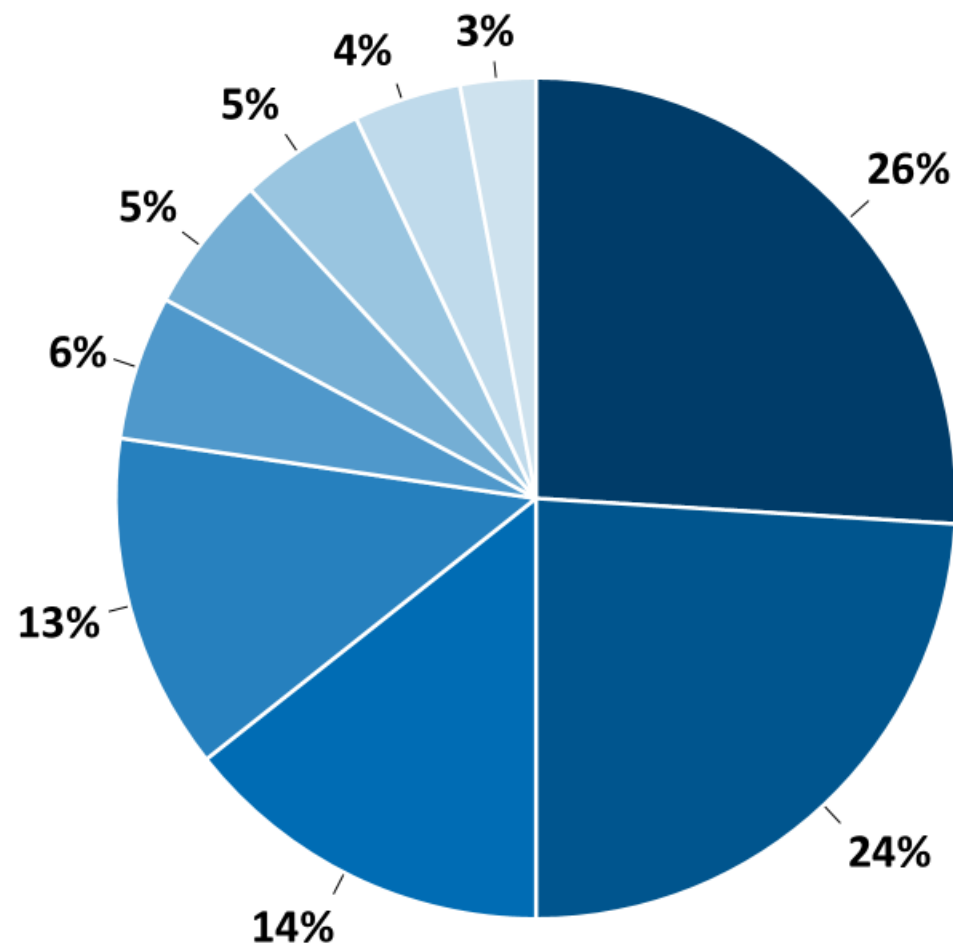


Gen Zers are expected to overtake
Baby Boomers by early 2024

Data: Glassdoor analysis of Census Bureau data; Chart: Simran Parwani/Axios



COMMUNICATION



- Employees influencing others for better performance in safety, quality and production - **295**
- Increased trust, communication and engagement between managers, supervisors, employees and their representatives - **273**
- Anticipating/preventing undesired outcomes from human factors - **163**
- Development of a more positive safety culture anchored in a no-blame mindset - **147**
- Improving long-term safety metrics - **63**
- Better safety communication and workplace communication skills - **60**
- Increased quantity and quality of safety reporting and communication, potential incidents, near misses - **55**
- Increases in performance and production: such as reduced scrap, re-work, lost production, property/vehicle/equipment damage - **47**
- Increased participation and engagement during safety meetings and training - **33**

BOOMERS AND GEN X COMMUNICATION STYLES

Boomers

- Direct Face to Face Communication, phone calls and emails, in person meetings
- Value clear processes over digital methods
- Directness, background information

Gen X

- Emails, phone calls, face to face interactions
- Adaptable to different technologies
- Direct efficient and concise communication

Gen Y (Millennials)

- Prefer digital communication like texting, social media, and instant messaging.
- Value open, honest communication with real-time feedback- informal style.
- Comfortable multitasking and prefer reading information.

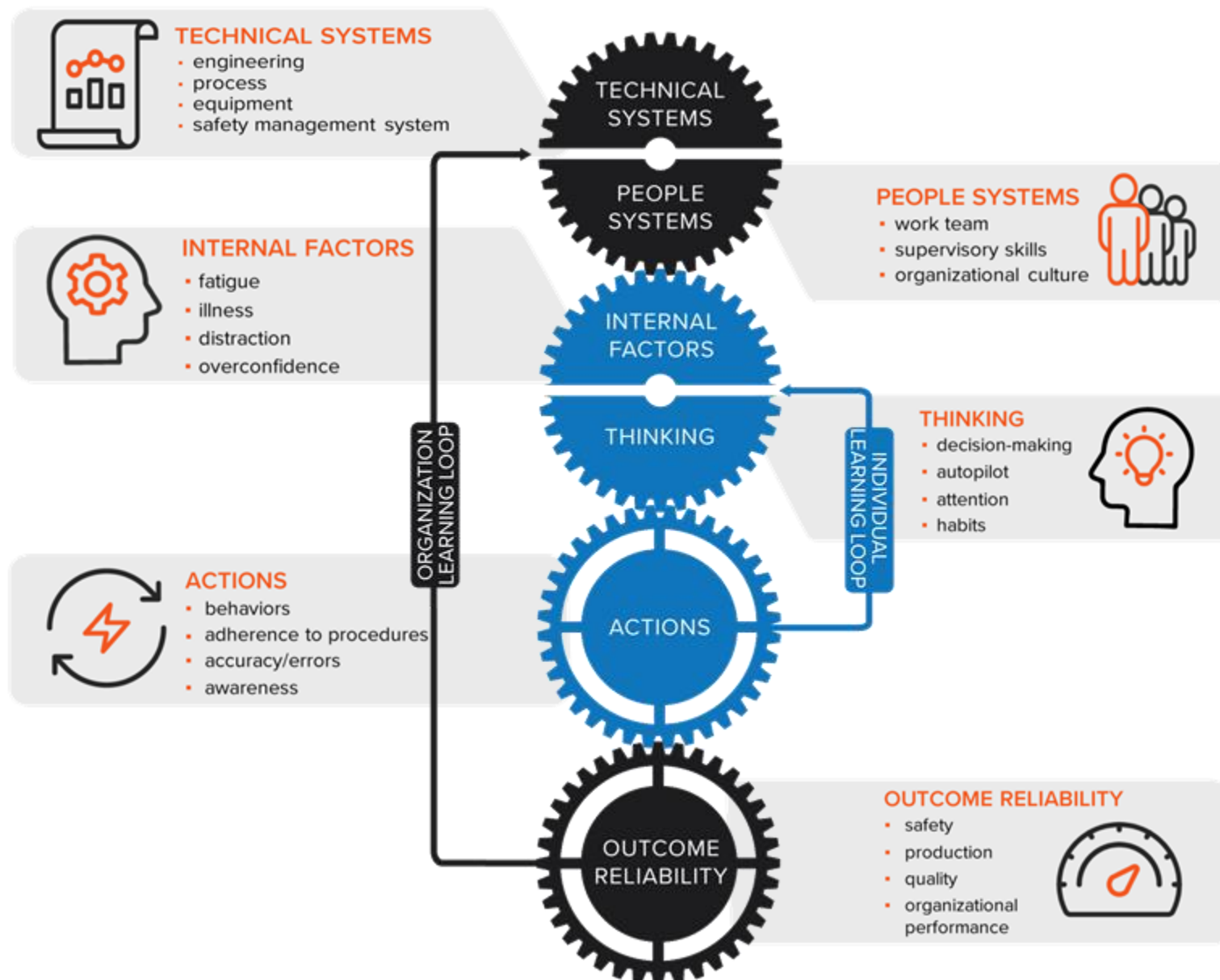
Gen Z

- Favor informal, brief communication
- Value authenticity, transparency, and concise messaging, often using slang, memes, and GIFs.
- Prefer speed, efficiency, and one-on-one digital interactions.

TRAINING AND COMMUNICATION STRATEGIES



HUMAN FACTORS FRAMEWORK



DESIRED OUTCOMES

- More doesn't mean more
- Willingness to change
- Trust vs Psychological safety

Desired outcomes for today

-What stood out?



BRIDGING THE GAP

- FOSTER MUTUAL RESPECT
- CUSTOMISE COMMUNICATION
- CREATE DIVERSE TEAMS
- LEVERAGE TECHNOLOGY WISELY
- PROMOTE OPEN DIALOGUE
- FOCUS ON COMMON GOALS



NAVIGATING WORKPLACE DYNAMICS

It's not about eliminating differences

It's about understanding, respecting, and leveraging these differences
to create a more dynamic and effective workplace



SAFESTART[®] FORUM

FOR HUMAN FACTORS PRACTITIONERS



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THANK YOU FOR ATTENDING!