Coaching the Different Generations

Who Am I?

- Baby Boomer
- Wife
- Mother
- Sister
- Friend
- Registered Nurse
- Colleague
- Student
- Future Nurse Educator

Interests

- Reading
- Gardening
- Photography
- Traveling
About Me

- 33 years of clinical experience
- Imaging Services RN: Care of patients undergoing CT, MRI, Nuclear Medicine and Ultrasound procedures
- Perioperative RN
- Pursuit of MSN Education
- Goal is to educate in academic context
- Immediate work environment includes peers of similar age and experience
- Radiology often requires partnering with new graduates and younger staff

About Me

- Mother to two Millennials and one Generation Z’s
- Disconnect in understanding what motivates my children

Objectives

- Understand multi-generational needs & associated learning styles to facilitate coaching
- Use ABPANC resources to support effective learning for certification
Why is Generational Knowledge Important?

- Allows support of preferred learning styles
- Extends to all individuals
- Provides awareness of potential learning difficulties for coaches
- Maintains learner engagement

Effective Coaching

- Meaningful
- Supportive
- Creative
- Flexible
- Current
- Technologically innovative
- Know your audience
The Individuals You are Coaching

- Baby Boomers, Generation X, Millennials, Xennials
- Generation Z (soon)
- Learning has to be relevant and individually designed

Critical Issue

- Understanding generational learning styles
- Avoid bias
- Implement new evidenced-based teaching strategies

Determinants of Learning

- Learning Needs
- Willingness to Learn
- Learning Style
Students learn more when the teaching method is consistent with their learning styles, yet gain additional insight when occasionally pushed beyond their comfort level with alternative teaching methods.

(Johnson, 2015)
Traditionalists
- Also known as the Silent Generation
- Born between 1922-1946
- Work ethic
- Dedicated
- Practical
- Thrifty
- Civic minded
- Value community
- Team players

Baby Boomers
- 1940-1964
- Work ethic
- Optimistic
- Team oriented
- Motivated to succeed
- Explorers
- Analysers

Baby boomers process information by wanting to see & hear information

(Johnson, 2015)
I got rid of some of the bullets but you can go into it in your narrative.
Baby Boomer

Learning Preferences
- Lectures
- Blackboard
- Handouts
- Textbook
- Memorization

Coaching Strategies
- Study groups
- Case studies
- JOPAN articles
- Independent work
- Webinars

ABPANC Resources
- Study references list
- Question of the Week (printed)
- Study tips brochure
- Webinars

Generation X
- 1965-1980
- Resourceful
- Independent
- Practical
- Adaptable
- Value Freedom and Responsibility
- Goal oriented
- Technologically able
**Generation X**

- **Learning Preferences**
  - Structure
  - Short lectures
  - Group work
  - Projects
  - Independence
  - Appreciate fun

- **Coaching Strategies**
  - Defined assignments
  - Bullet points
  - Provide feedback
  - Small group activities
  - Case studies
  - Self paced work
  - Incorporate games

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**ABPANC Resources**

- Question of the week
- Certification app
- Study app
- 12 week study plan

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**Millennials**

- Late 80's-2000
- Generation Y
- Assertive
- Confident
- Civic minded
- Impartial
- Optimistic
- Multitaskers
- Technically adept
- Social connectedness
### Millennials

**Learning Preferences**
- Informal or structured
- Collaborative
- Visual
- Practical
- Entertaining
- Feedback
- Electronic

**Coaching Strategies**
- Group activities
- Story telling
- Role playing
- Case studies
- Simulation
- Social media
- E-gaming
- Personal interest

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### ABPANC Resources

- Question of the Week (engage on social media)
- Study App
- Certification App
- Social media

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### Xennials

- “Cuspers, Sandwich Generation, Microgeneration”
- Born late 70’s and early 80’s
- Often have overlapping qualities of Gen Xers and Millennials
- Analog childhood
- Digital adulthood
Xennials

- Tenacious
- Negotiating
- Independent
- Adaptable
- Communicative
- Optimistic
- Cynical
- Appreciate challenges
- Analytical

Learning Preferences
- Lecture
- Collaboration
- Application
- Technology

Coaching Strategies
- Bullets
- Webinar
- Case Studies
- Group work
- Debate
- Social Media

Generation Z

- 1997-2013
- aka GenTechs, iGen, PostGen
- Collaborative
- Practical
- Prefer speed & efficiency
- Multitaskers
- Globally connected
Is a group that is defined as “growing up in a virtual cloud of technology with infinite sources of information and digital interactions that have changed the way they think, communicate and learn”

(Johnson, 2018)

**Generation Z**

**Learning Preferences**
- Independence
- Discussions
- Visual
- Simulation
- Technology
- Personal
- Social Learning environment

**Coaching Strategies**
- Self-paced work
- Case studies
- Online discussions
- Web based tutorials
- Tablet readings
- Electronic flashcards
- Interactive textbooks
- YouTube and multimedia
- Social media

**ABPANC Resources**
- Study App
- Certification App
- Study resources (E-format)
- Facebook
- Instagram
Social Media

- Useful as a learning tool
- Disseminates information quickly
- Fosters communication
- Beneficial connections

Virtual Study Groups

Google Drive:
- Chat in real time
Using Facebook for Coaching

Facebook:
- Share ABPANC content
- Create a certification community
- Provide assistance and encouragement
- Share announcements

Facebook Messenger:
- Chat in real time

Using Instagram for Coaching

- Conquer a challenge
- Inspires motivation
- Encourages participation
- Quick tips
- Success stories

Where are the Generations Today?

- Traditionalists 73-97
- Baby Boomer 54-74
- Generation X is 39-53
- Xennial is late 30s to early 40s
- Millennial is 24-38
- Gen Z is 13-22
One Final Strategy for All

- There is no one right style
- Provide a menu of learning activities
- Customize coaching style to learning preferences and needs
- Ask the individuals you are coaching to consider their generational learning style in their study efforts
- Promote engagement

Key Take-Aways

- Consider the determinants of learning in your coaching
- Technology is a second language to generations X, Y, and Z
- Case studies are relevant for all generations
- Implement electronic learning methods to facilitate engagement
- Continue to promote "traditional" learning methods

My CPAN Preparation

- Textbook
- Core Curriculum
- Notetaking
- Charts
- Diagrams
- Flashcards
- Group instruction
- Lectures
- Practice exams
Reflection

- Reliance on familiar methods
- Welcomed technology
- Appropriately challenged
- Personal satisfaction
- Increased confidence
- Evolved as a learner

DISCUSSION/QUESTIONS

References


