



GIVEN



*Intergenerational*  
MENTORSHIP



GIVEN



WHAT  
*Generation*  
ARE YOU?

GREATEST	1901-1927
SILENT	1928-1945
BOOMERS	1946-1964
GEN X	1965-1980
MILLENIALS	1981-1996
GEN Z	1997-2012
ALPHA	2010-2024
BETA	2025-2039+

*Understanding  
& Mentoring*  
Gen Z &  
Millennials

**Millennials**  
**1981–1996**

**Gen Z**  
**1997–2012**



**Mental Wellness Days**  
**Communication= Memes & Texts**  
**Don't read emails**  
**Never used floppy disk or VHS**  
**Don't know landline, rotary  
phone & pagers**  
**Waiting...What is that?**  
**Paper Maps or Thomas Guide**  
**Don't Write Checks**  
**Cursive Writing is not taught**  
**RIP Malls**

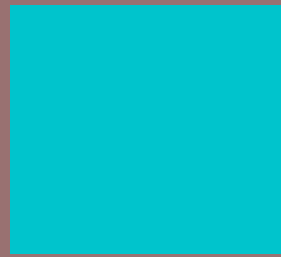


# Gen Z

## *Language*



Lit  
No Cap  
Salty  
Flex

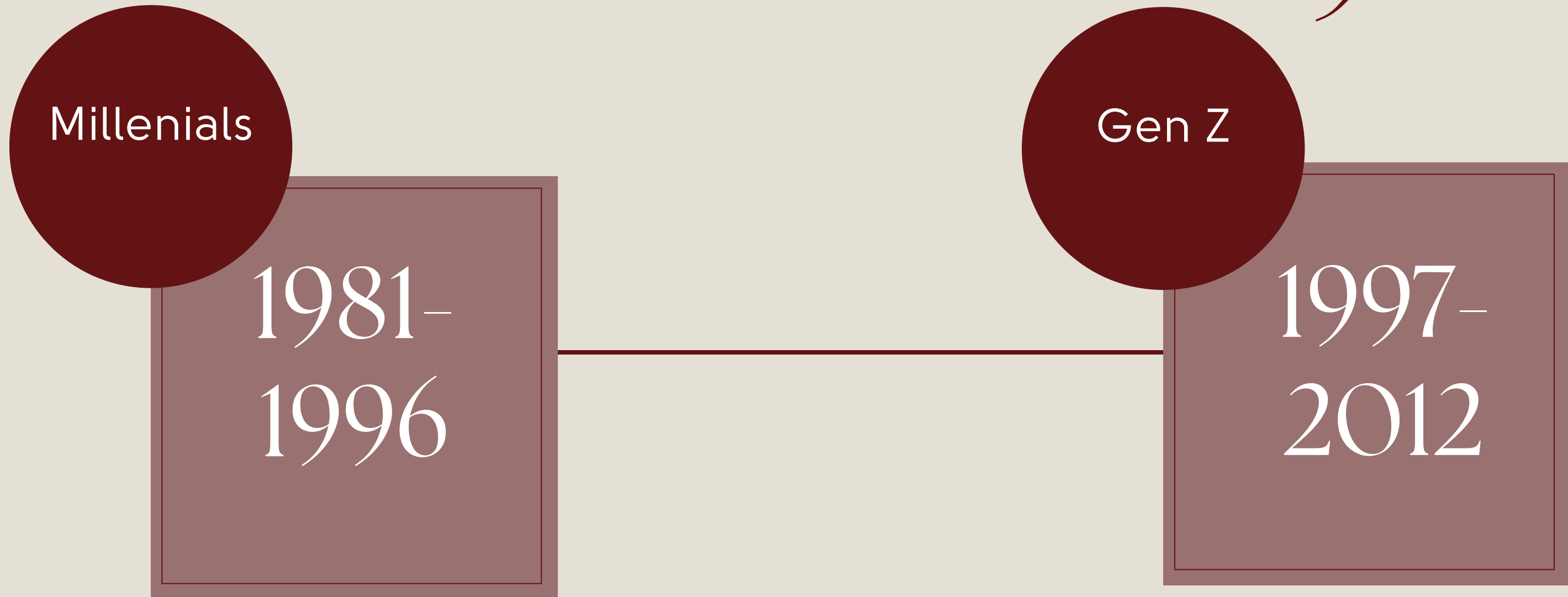


Lowkey  
Highkey  
Shade  
IRL



Sus  
Dead  
Shade  
Tea

# GENERATIONAL Snapshot



Tech boom, 9/11, Great  
Recession

Digital natives, social media  
saturation, COVID disruption,  
social awareness

# SHARED

## *Traits & Differences*

Value authenticity, purpose-driven work, flexibility, & inclusion

### Millenials

- Collaborative
- Feedback-oriented
- Work-life balance

### Gen Z

- Independent
- Entrepreneurial
- Work-life integration
- Value mental health & transparency



# Motivations & Core Values

## *Millennials*

Meaning and purpose in  
work/mentorship

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Thrive on feedback, growth, &  
teamwork

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Value leadership that's  
approachable and authentic

# Motivations & Core Values *Gen Z*

Motivated by stability and clarity  
(after seeing uncertainty)

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Highly values diversity, equity, &  
mental wellness

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Digital-first communicators

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Desire agency—want to be heard,  
not “managed”



# Communication *Styles*

**Communication preference**

**Feedback**

**Authority view**

**Technology**

**Millennial**

Text/email

Regular, positive reinforcement

Collaborative

Adapted to it

**Gen Z**

Short-form, visual (TikTok, chat)

Honest, immediate, unfiltered

Egalitarian

Born into it



# Common *Disconnects*

When we perceive disengagement with your mentee; it usually means they feel unheard or micromanaged

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Gen Z “digital shorthand” interpreted as disrespect or lack of effort

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Millennials’ need for affirmation is often mistaken for entitlement

# Strategies *for Mentors*

Ask about communication preferences early in the relationship

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Be transparent about expectations & your availability

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Offer feedback that is both direct & encouraging

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Model curiosity

# Practical *Mentoring Tools*

Cultural Humility

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# Strategies *for Mentors*

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Model curiosity

# Practical *Mentoring Tools*

Cultural Humility

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Relational Empathy

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Collaborative Learning

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Flexibility in Format

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Celebrate Small Wins (and Large)



# *Final* Thoughts

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Resist the “Kids These Days’ Framing

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Listen More, Talk Less

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Share Your Current Challenges

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Share Your Current Challenges



# *Discussion* Prompt

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What's one mentoring challenge you've faced with a younger generation?

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What can we try differently?



Tricia Tembreull

[ttembreull@rcbo.org](mailto:ttembreull@rcbo.org)

*Discover* THE GIFT *Only You Can Give*

Thank

*You*