

## TEACHING ACROSS THE GENERATIONS

WHAT WORKS; WHAT DOESN'T?

Bruce Peyser MD, FACP  
Katie Thompson, BSN, RN  
August 2017

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## AN OVERVIEW OF TEACHING



*“What nobler employment or more valuable to the state, than that of the man [or woman] who instructs the rising generation?”*

-Cicero, 106-43 BC

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## MILLENNIALS: PAST PERSPECTIVE

*“Children nowadays are tyrants. They contradict their parents, chatter before company, gobble their food, and tyrannize their teachers.”*



Socrates  
(c 470 BC-399 BC)

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### WHAT ARE MY CREDENTIALS??



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### AT THE END OF THIS TALK, YOU WILL BE ABLE TO:

1. Describe salient generational characteristics that exist today
2. Compare and contrast learning/teaching styles that characterize the generations
3. Consider many important educational strengths + challenges that Millennials face in the field of medicine
4. Incorporate new communication methods to use in your classroom, at the bedside, in the office, or even in your own home!
5. Learn what its like to be in the "trenches" from a current expert.

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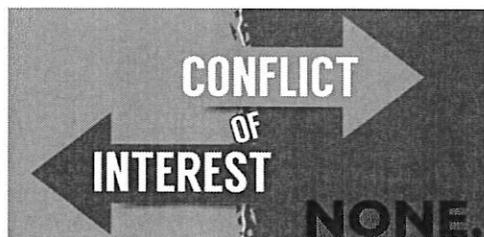
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### WHY DO WE EVEN CARE ABOUT GENERATIONAL DIFFERENCES?

1. Successful teachers are aware of differences in backgrounds, priorities, and interests— they understand the needs of their learners.
2. New technologies available today can exacerbate the tension that might already exist between teachers and learners.
3. A better understanding of the generations can promote a better learning atmosphere for everyone.



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### ANOTHER REASON WHY UNDERSTANDING GENERATIONAL DIFFERENCES IS SO IMPORTANT.

“The reality is that, increasingly, the world around us is focused less on the achievements of individual experts, and more on collaboration between individuals and groups to solve complex problems.”

David Kirch, MD  
President's AAMC Address, 2007

**So we all will be collaborating more in the workplace across generational lines**

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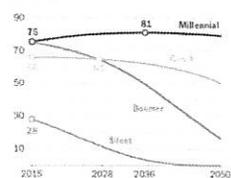
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### DEMOGRAPHICS

#### Projected population by generation

In millions



- ▶ Millennials
- ▶ Baby Boomers
- ▶ Silent Generation

99% of residents, fellows and students are Millennials.

By 2020-2024, most employees in US will be a Millennial.

Note: Millennials refers to the population ages 18 to 34 as of 2015.  
Source: Pew Research Center tabulations of U.S. Census Bureau population projections released December 2014 and 2015 population estimates

PEW RESEARCH CENTER

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**WHY DEMOGRAPHICS MATTER TODAY**

OPINION | REVIEW & OUTLOOK

**America's Growing Labor Shortage**  
Lack of workers in ag and construction is hurting the economy.

March 29, 2017 7:14 a.m. ET

President Trump approved the Keystone XL pipeline on Friday, and good for him, but will there be enough workers to build it? That's a serious question. Many American employers, especially in construction and agriculture, are facing labor shortages that would be exacerbated by the rejection of immigration policies.

The Wall Street Journal

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**SILENT GENERATION**

- ▶ Born between 1928-1945
- ▶ 28 million individuals in the US 2015
- ▶ Strongly affected by Great Depression, WWII
- ▶ Believe in duty and sacrifice; are loyal and patriotic
- ▶ Key to this group:
  - ▶ Accountability, responsibility, respect for authority
- ▶ Learned from lectures, books
- ▶ Accustomed to limited resources



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**BUT LET'S BE CAREFUL ABOUT OVER GENERALIZING INDIVIDUALS.....**



Mick Jagger, age 75

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## BABY BOOMERS

- ▶ Born between 1946-1964 (ages 50's to 60's)
- ▶ 75 million in US 2015
- ▶ Have witnessed much growth in US and world economies.
- ▶ They are typically optimistic, generous, permissive, individualistic.
- ▶ Lived through Vietnam War, Woodstock, Jimi Hendrix, the Civil Rights and Women's Lib movements
- ▶ They are driven by success and are goal oriented. Material wealth matters.

They  
Live  
To  
work

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## BABY BOOMERS (CONTINUED)

Barbara Hotelling, MSN, RN, WHNP, IBCLC



- ▶ Value Team building and relationships
- ▶ Loyal to their institutions
- ▶ Measure performance by hours worked, RVU's and paycheck
- ▶ Career is their identity
- ▶ Suffer from DSL: "Digital as a 2<sup>nd</sup> Language"
- ▶ They parent Millennials.

Midge Bowers, DNP, RN, FNP-BC, CHFN, CHSE, A.A.C.C., FAANP



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## GENERATION X

- ▶ Born between 1965-1980 (ages 30-40's)
- ▶ 66 million in US 2015
- ▶ Defined by many changes in culture:
  - ▶ have survived AIDS, Gulf War, and 1987 market crash.
- ▶ "Latchkey kids;" independent; self-sufficient
- ▶ Value free time, and time with family



Kathleen S. Ashton, PhD, RN, CNE





Michael Zychowicz, DNR ANP, ONP, FAAN, FAANP

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### MILLENNIALS

- ▶ AKA Gen Y, the Net Generation, Generation Me
- ▶ Born between 1981-1996
- ▶ 75.4 million in US 2015
- ▶ Tremendously affected by the internet
- ▶ By 2010, 75% were pursuing social networking  
→ now ~95%
- ▶ 2/3 have posted a photo or video of themselves online...*this week!*



Dana Robinson, BSN-RN  
Duke Clinical Instructor



Melissa Robinson, NC-OB  
Duke Clinical Instructor

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### MILLENNIALS: GENERAL CHARACTERISTICS



*They've had technology at their fingertips since birth.*



<sup>aa</sup>Gen.Y is an optimistic and assertive generation, surrounded by technology and comfortable with multitasking.<sup>pp</sup>  
-Evans et al. *The Medical Education of Generation Y.*

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### MILLENNIALS: GENERAL CHARACTERISTICS

Hugely comfortable with tech and computers; hyper-connected to internet with iPads, cell phones, and laptops....

***They find information quickly— and expect immediate responses!***

They don't like newspapers, commercials, or things that waste time.

They're often in a hurry:  
e.g. *They stream our lectures at 2-3x!*

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### MILLENNIALS ARE...

- ▶ Generally optimistic about their future
- ▶ Confident with a strong sense of self.
- ▶ Straightforward about communication and appreciate authenticity
- ▶ Concerned about equality.
- ▶ Focus upon fairness.
- ▶ Inquisitive
- ▶ In a hurry



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### MILLENNIALS DO NOT HAVE IT EASY AND FREQUENTLY STRUGGLE TO MAKE ENDS MEET

JIA YUEN FENG

#### THE GIG ECONOMY CELEBRATES WORKING YOURSELF TO DEATH

By Jia Tolentino March 22, 2017



The New Yorker

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### HOW DO MILLENNIALS VIEW WORK?

- ▶ They are very oriented to teams.
- ▶ They like to innovate.
- ▶ Work can be seen as a series of short-term goals vs. long-term achievements
- ▶ Coaches and mentors are key
- ▶ They want access (ever
- ▶ They want work time t
- ▶ be efficient.
- ▶ They work to live.



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### HOW DO MILLENNIALS LIKE TO LEARN?



- ▶ Organization is key, with structure and good scheduling.
- ▶ They prefer experiential learning and engaging within groups
- ▶ Simulation or computer-based modules are great ( eg NEJM interactive cases)
- ▶ They are adult learners.
- ▶ They want to be able to learn 24/7.



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### IN THE CLASSROOM..

- ▶ Don't take offense when laptops or phones are out and being used.
- ▶ Consider using Prezi not Powerpoint.
- ▶ Think about flipping your classroom, send out materials night before, but be organized!



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### A FIFTH GROUP "XENNIALS"- STUCK BETWEEN GEN X AND MILLENNIALS

- a micro generation born during the cusp years of Gen Xers and Millennials
- i.e. between 1977 - 1983 (or when the original Star Wars trilogy was released)
- Xennials experienced an analogue childhood and a digital adulthood
- Possess both Gen X cynicism and Millennial optimism and drive



Ragan Johnson,  
DNP, MSN, APRN-BC

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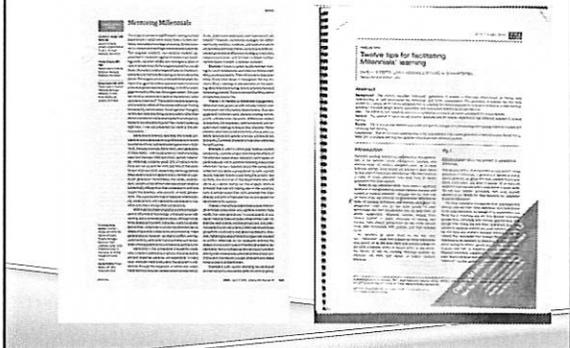
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### TWO RELEVANT ARTICLES




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TO LEARN MORE-A GREAT COURSE FOR CLINICIAN EDUCATORS LIKE YOU! GIVEN AT HARVARD EACH YEAR:

**Principles of Medical Education**  
 Maximizing Your Teaching Skills  
 Fairmont Copley Plaza - March 29 - 31, 2017

**This course has sold out.**

**The Techniques and Strategies that Significantly Improve Student Engagement and Teaching and Mentoring Effectiveness**

Discover how to effectively teach, assess, and mentor your students. This course will provide you with the latest research and practical strategies to improve your teaching and mentoring effectiveness. The course is designed for those who are currently teaching or mentoring students in a medical or health-related field.

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SO AS YOU THINK ABOUT YOUR WORK WITH MILLENNIALS GOING FORWARD...

Think about trying something new and different!




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ONE FINAL HISTORICAL PERSPECTIVE

▶ The young do not know enough to be prudent and therefore they attempt the impossible-and achieve it generation after generation.



▶ Pearl S Buck

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Thank You

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