TEACHING ACROSS THE GENERATIONS
WHAT WORKS; WHAT DOESN'T?

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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?20

-Cicero, 106-43 BC

MILLENNIALS: PAST PERSPECTIVE

Children nowadays are tyrants. They contradict their parents, chatter before company, gobble their food, and tyrannize their teachers.20

Socrates
(c. 470 BC-399 BC)
WHAT ARE MY CREDENTIALS??

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.

CONFLICT OF INTEREST
NONE.
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.

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 Kirk, MD
President’s AAMC Address, 2007

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

DEMOGRAPHICS
Projected population by generation

- Millennials
- Baby Boomers
- Silent Generation

99% of residents, fellows and students are Millennials.
By 2020-2024, most employees in US will be Millennials.
WHY DEMOGRAPHICS MATTER TODAY

America’s Growing Labor Shortage
Lack of workers in agriculture and construction is hurting the economy.

March 21, 2018

The Wall Street Journal

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

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

BABY BOOMERS (CONTINUED)
Barbara Hosteling,
MSN, RN,
WHNP, IBCLC
Midge Bowers,
DN, RN,
FNP-BC, CHFN,
CHSE, 
A.A.C.C., 
FAANP
- Value team building and relationships
- Loyal to their institutions
- Measure performance by hours worked, RVUs and paycheck
- Career is their identity
- Suffer from DSL:
  "Digital as a 2nd Language"
- They parent Millennials.

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. Adkins,
PMS, RN, CNM
Michael Zydykowicz, DNP
AND ONE (NAPA) 
FAANP
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!

MILLENNIALS:
GENERAL CHARACTERISTICS

They've had technology at their fingertips since birth.

"Gen Y is an optimistic and assertive generation, surrounded by technology and comfortable with multitasking."
- Evans et al. The Medical Education of Generation Y

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 2x speed!
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

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

THE GIG ECONOMY CELEBRATES WORKING YOURSELF TO DEATH

By Jo Firestone. March 26, 2013

The New Yorker

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 to be efficient.
- They work to live.
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 (e.g., NEJM interactive cases).
- They are adult learners.
- They want to be able to learn 24/7.

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 right before, but be organized.

HOW TO FLIP YOUR CLASSROOM

A FIFTH GROUP “XENNIALS” - STUCK BETWEEN GEN X AND MILLENNIALS

- A micro generation born during the youth years of Gen X and Millennials
- i.e., between 1977 – 1985 (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

Rasan Johnson,
CNP: MSN, APRN, BC
TWO RELEVANT ARTICLES

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

Principles of Medical Education
Maintaining Your Teaching Skills

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

Think about trying something new and different!
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

Thank You