Leadership in Concept
UNDERSTAND YOUR TEAM

Leadership Approach:
Leading multi-generational teams

1. Gen Z *(1997)*
Empowerment and Inclusivity
- Focus on providing opportunities for growth and innovation.

2. Millennials *(1985)*
Purpose-driven and Collaborative
- Offer flexibility and work-life integration to meet their desire for balance.

3. Gen X *(1965)*
Respect and Autonomy
- Recognize their experience and give them autonomy in their roles. Communicate clearly and be straightforward in feedback.

4. Baby Boomers *(1946)*
Recognition and Stability
- Provide clear structures and stability. Ensure that their work is valued and provide structured career progression.

5. Traditionalists *(1925)*
Respect and Appreciation
- Ensure communication is respectful and appreciative of their values.

Comprehensive
Leadership
Personality
Spectrum

Leadership in Practice

What happens when I adopt these concepts?

- I acknowledge the generational strengths within my team.
- I adapt my leadership style to fit each individual's needs.
- I communicate in ways that resonate with different generations.
- I value and recognize every team member's contributions.
- I support older team members in adapting to new technologies.
- I encourage mutual learning across different age groups and personalities.
- I address conflicts proactively and constructively.
- I motivate my team based on their unique needs and preferences.
- I unify my team through shared goals and common objectives.
- I ensure a balanced work-life environment for all team members.
- I take personality assessments to understand my leadership tendencies.
- I have my team members complete the CLPS assessment.
- I apply insights from personality assessments to adapt my leadership strategies.
- I use effective feedback methods to support team development.
- I learn from my own assessment results and adjust my approach as needed.
- I remain open to different approaches and adapt strategies based on personalities.