



Intergenerational Communication in the Workplace Self-Assessment

Purpose: This self-assessment is designed for youth, employees, and employers to identify existing knowledge, attitudes, and behaviours on intergenerational communication in the workplace.

How to Use: Print or digitally fill out the self-assessment tool. You can also program the self-assessment into the survey tool of your choice.

Audience – Who do I identify as?

I identify as a(n)....

☐

Youth

☐

Employee

☐

Employer

☐

Other

I identify as a(n)....

☐

Traditionalist

☐

Baby Boomer

☐

Gen X

☐

Millennial

☐

Gen Z

☐

Other

Knowledge – How much do I know currently?

I understand generational differences in the workplace.

☐

Strongly Disagree

☐

Disagree

☐

Neutral

☐

Agree

☐

Strongly Agree

I know how to collaborate with colleagues of different generations.

☐

Strongly Disagree

☐

Disagree

☐

Neutral

☐

Agree

☐

Strongly Agree

I know what my colleagues of different generations prioritize in the workplace.

☐

Strongly Disagree

☐

Disagree

☐

Neutral

☐

Agree

☐

Strongly Agree

I know how new technology effects communication across generations.



<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree

Attitude – How do I feel currently?

I value the experience of colleagues of different generations.

<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree

I value collaboration across different level and ages of colleagues.

<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree

I value a workplace that can adapt to the needs of each generation.

<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree

I believe new technology should be used in the workplace to communicate.

<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree

Behaviour – How do I respond currently?

I collaborate effectively with colleagues of different generations.

<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree

I adapt my communication style with colleagues of different generations.

<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree

I produce my best work when I get feedback from colleagues of different generations.

<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree



I provide training/support on new technology to colleagues of different generations.

<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree

Intention – What do I want to change?

I want to learn more about different generations.

<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree

I want to improve how I communicate across generations.

<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree

I have capacity to support cross-generational experiences in the workplace.

<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree

I am open to changing how I communicate with colleagues of different generations.

<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree

**Tally it Up**

See how you did in what areas. Score yourself the following points per answer under the Knowledge, Attitude, Behaviour, and Intention section:
Strongly Disagree = 1 Disagree = 2 Neutral = 3 Agree = 4 Strongly Agree = 5

0 to 16 Mostly Strongly Disagree	Starting line – Knowledge and positive behavior towards intergenerational communication is low, and there may be limited capacity for change.
17 to 32 Mostly Disagree	On route – There is some knowledge and positive actions on intergenerational communication. There is room for change, but not high desire.
33 to 48 Mostly Neutral	On the way – Knowledge and positive behaviours are at a midway point. There is room and appetite for in-depth work.
49 to 64 Mostly Agree	Ready to contend – Knowledge and positive behaviour is already high. There is capacity and interest in building upon intergenerational communication.
65 to 80 Mostly Strongly Agree	Out in front – Knowledge and positive behaviour is very high. You are a champion and go-to individual for intergenerational communication.