



Intergenerational Communication in the Workplace Impact Assessment

Purpose: This tool is designed for youth, employees, and employers to measure personal change after completing the Intergenerational Communication in the Workplace toolkit.

How to Use: Print or digitally fill out the impact assessment tool. You can also program the impact assessment into the survey tool of your choice. Compare results from the self-assessment and this assessment to show behavioural change.

Audience – Who do I identify as?

I identify as a(n)....

<input type="checkbox"/> Youth	<input type="checkbox"/> Employee	<input type="checkbox"/> Employer	<input type="checkbox"/> Other		
I identify as a(n)....					
<input type="checkbox"/> Traditionalist	<input type="checkbox"/> Baby Boomer	<input type="checkbox"/> Gen X	<input type="checkbox"/> Millennial	<input type="checkbox"/> Gen Z	<input type="checkbox"/> Other

Knowledge – How has my knowledge increased?

I have increased my knowledge on generational differences in the workplace.

<input type="checkbox"/> Strongly Disagree	<input type="checkbox"/> Disagree	<input type="checkbox"/> Neutral	<input type="checkbox"/> Agree	<input type="checkbox"/> Strongly Agree
I better understand collaboration with colleagues of different generations.				
<input type="checkbox"/> Strongly Disagree	<input type="checkbox"/> Disagree	<input type="checkbox"/> Neutral	<input type="checkbox"/> Agree	<input type="checkbox"/> Strongly Agree



I have increased my knowledge on what colleagues of different generations prioritize 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 better understand 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 has my attitude shifted?

I better 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 better value collaboration across different levels 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 better 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 better value the use of new technology 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 have my actions changed?

I more effectively collaborate 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 have adapted my communication style with colleagues of different generations.

<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
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Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree
I seek out 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 have provided training or 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 have I implemented?

I have had positive discussions in my workplace about generational differences.				
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree
I have made positive changes to 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 participated in positive 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 have made positive changes to 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



How did you grow?

See how you have changed. 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

Write down your score from the Impact Assessment tool.

Write down your previous score on the Self-Assessment tool here.

What's the difference?

_____ - _____ = _____

Subtract your Self -Assessment score from the Impact Assessment score. A positive score shows growth and impact. The higher the positive difference the greater the change you have experienced on intergenerational communication.