THE GUIDE
TO INTERGENERATIONAL RELATIONSHIP BUILDING
agree that a diverse workforce stimulates innovation

85% agree that a diverse workforce stimulates innovation

81% of Baby Boomers are willing to mentor the younger generation

Adults aged 54-72 would rather continue working than retire

72% of Baby Boomers would rather continue working than retire

about 70% of adults...

Like working with people from a different generation
Learn new skills from older colleagues
Feel more productive in an environment with older workers

83% of working adults said mentorship benefited their career

Older adults are 3x happier in intergenerational relationships

Sources for these stats include: US Census, Forbes, AARP, & Marc Freedman
Build a Relationship

Intergenerational co-mentoring is about the relationship you build with someone from a different background and with a different set of experiences; be open to the value shared on both sides of this diverse pair.

Be Intentional and Open

A successful co-mentoring relationship comes from intentional and open communication; take the time to sit with your co-mentor and learn about them as a person independent of their generation so you can understand the context for advice given and received.

Advocate for Intergenerational Connectedness

With more generations now in the workplace than ever before, each of the Ageless Innovators are perfectly poised to support the need for more intergenerational relationship-building at a systematic level; be an advocate for greater intergenerational connectedness at work.
BEST PRACTICES

Be Open to Learning and to Sharing

- Get to know your partner as a person, independent of their generation
- Recognize the value that you bring to the table – share your perspective
- Focus on the mutuality of the relationship – both parties are gaining value

Empathize and Listen Actively

- Digest before contributing
- Practice humility – be open to new ideas

Be Intentional and Set Goals

- Enter the relationship with clear goals, and be open to changing them
- Ask for help
- Make time to sit – peacefulness leads to deeper engagements
Focus on the Relationship

- Commit to face-to-face interaction
- Find ways to uphold the value of the relationship across communication channels
- Understand that the relationship is an investment – the more you put in the more you get out

Be an Advocate

- Encourage deep rather than transactional relationship building
- Reach out to your network and build intergenerational connections

“In addition to a great co-mentor, I gained a new friend”
BENEFITS OF INTERGENERATIONAL RELATIONSHIPS

Gain Perspective and Context

- Learning from a perspective and point of view different from your own
- Understanding the context of the situation to improve decision-making
- Recognizing the value of your own experience in the context of the experience of another generation

Facilitate the Transfer of Knowledge

- The experience of one generation can be beneficial for the other in solving problems and overcoming hurdles
- Facilitating the cross-pollination of learning
- There is an opportunity for co-mentoring in more than just this intergenerational relationship
Embrace Generational Equity

- Acknowledging that we have more in common than apart

- Recognizing that everyone, no matter how old or young, has something to teach and something to learn

- Proving that while the words we use may be different, the stories we tell and the challenges we face are often the same

“*My older co-mentor has been where I am going*”
The mission of Chicago Innovation is to empower the Chicago innovation ecosystem by educating, connecting, and celebrating innovators. Our vision is to solidify Chicago as the global innovation leader and ensure that innovation is for everyone.

The Village Chicago contributes to the well-being of our members through all ages and stages of life after 50. We are committed to age-integrated workplaces and communities - where everyone benefits from each other’s gifts and talents and where individuals of all ages thrive.