

# THE EXTRA POINT

BY JERRY ROBERTS



## # 1144 Can Gen Xers Get a Little Love Around Here?

I saw a comment in the Facebook feed last week from Point listener Nate Horn, stating that Generation X never gets mentioned. Everyone talks about the Baby Boomers, the Millennials, and the Gen Z folks — and it's almost as if Gen X doesn't exist. Well, I love Gen Xers, and they are our main focus today. I'm Jerry Roberts and that's next, on The Extra Point.

Generation X is the group of people born in the years 1965 to 1980. Aged 42 to 57, they are between the Boomers and the Millennials. Of the four main generations in America today, Xers have the fewest members, roughly 10% less than the Millennials, who have the most.

Whenever you speak of any generation, you're doing so using generalities and there are always people in the generation who don't fit. Keep that in mind as we look at some of the qualities of Generation X.

Xers are doers. They have no problem rolling up their sleeves and getting things done. It's a group that — in many cases — has seen their senior citizen parents move in with them, at the same time their adult kids have also moved back in, if indeed they ever left.

You may find that Xers don't have hobbies to the extent of other generations. The reason is that they don't have as much free time. That may come someday, but that day isn't here yet.

If you scan the list of top leaders in companies in America, and that includes Guam, you'll see a large contingent of Xers who direct their fortunes.

Four years ago, the Global Leadership Forecast, published by a group of major consulting firms, found that a little over 50% of all leadership roles are held by Gen Xers — with that number rising as more baby boomers retire.

A U.S. News and World Report article stated that Xers are highly connected digitally. A factor not always discussed is that of the three generations which follow the Boomers, Gen Xers knew life before and after the technology boom of the 1980s.

While Xers know how to use technology, they also appreciate old school methods of getting things done. This could be one of the reasons they are perhaps the most confident of all the current generations.

In general, you'll get less drama and disruption from Xers. They will likely respect and uphold a positive company culture.

Employers should appreciate the work ethic, steady demeanor, and accountability brought to the workplace by Gen Xers. They are known for being performance-oriented. They have also proven to be good collaborators, and hunger for personal development.

At this stage of life, Xers prize stability. They may be open to growth and opportunity, but the long-term outlook will be attractive for them.

When you engage them, be real. Many Xers are known for their ability to spot a phony from a long way's off.

We hope the Xers in your workplace fit the profile we've built today. In any case, we're proud to celebrate our friends in Generation X. May we hear it for them!

That's the Extra Point. Be responsible and make something good happen today. For 93.3 and the Ray Gibson Show, I'm Jerry Roberts.

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