

Supporting a multigenerational workforce

There are currently at least four generations of people in the workforce: Baby boomers, Generation X, millennials and Generation Z. Each generation has its own well-being needs based on life stage, generational backgrounds and views of well-being.

When you're beginning to develop a well-being program for a multigenerational team, you'll need to know which generations are in the workplace. Generations have different needs, and when you create or lead well-being programs or activities, you'll increase the likelihood of success if you're sensitive to those needs.

Conducting a survey is one of the easiest ways to determine what your team needs or wants in their well-being program. Surveys give your employees a chance to feel heard, and perhaps, influence participation in your program. Over the past few years, organizations such as the Blue Cross and Blue Shield Association, AARP and Gallup Polls have conducted generational surveys, and found consistencies across generations that you can use if you're just starting out and want to focus on things that have the broadest appeal:

- Physical health
- Stress
- Financial well-being
- Caregiving

Here are some ideas to support multi-generational well-being:

- Physical
 - Annual exams
 - Various activities
 - Ergonomics
- Social/Community
 - Volunteering
 - Mentoring
 - Social interaction options
- Emotional
 - Meditation
 - Resiliency
 - Sleep
- Purpose



Sources: [gallup.com](https://www.gallup.com)*, [bcbs.com](https://www.bcbs.com)*, [longtermcarepoll.org](https://www.longtermcarepoll.org)*, [aarp.org](https://www.aarp.org)*, [redoxengine.com](https://www.redoxengine.com)*, [hbr.org](https://www.hbr.org)*, [fastcompany.com](https://www.fastcompany.com)*, [monster.com](https://www.monster.com)*, [forbes.com](https://www.forbes.com)*

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