

Working with Learners Across Generations

Approaches to New Learners

Regardless of generation, we know all learners require feedback, clear expectations, a supportive learning environment and have individual motivations for learning.

Notable differences between generations include:

- Relationship to technology
- Loyalty to employer
- Relationship to parents/authority
- Attitudes toward ambiguity or change
- Motivations
- Feedback

With this awareness, we can consult the tips and tools below to work with learners across generations.

The 5 R's of Engaging all Learners

- Research-Based Methods
- Relevance
- Rationale
- Relaxed
- Rapport

Providing Effective Feedback

- Share perspective, not feedback
- Balance the positive and negative feedback
- Involve the learner in the solution
- From annual performance review to everyday occurrence
- Catered guidance on how to improve

Helpful Tips for Teaching Across Generations

- Don't take anything personally
- Don't make assumptions
- Prune to fit
- Think digital
- Engage using educational technologies that improve learning:
 - reflective questions
 - role playing
 - video/gamification
 - team-based learning
 - active learning strategies
- Learn to give and receive feedback; listening is a two way street
- Consider a mentor out of your generation
- Be open to change
- Find more commonalities than differences

Questions? Contact comfacdev@ucf.edu