



## Generational differences

Generational differences can cause friction but also bring innovation and growth. Young people and experienced colleagues have different values, work styles and expectations.



*I notice that younger students learn and communicate differently from what I was used to. By staying curious and starting conversations, I learn as much from them as they do from me.*



Effectively dealing with generational differences requires flexibility, understanding and a willingness to learn from each other. By recognizing diversity and encouraging cooperation, you can create a stimulating environment where generations complement each other and achieve better results together.

## What works

- Encourage open communication and exchange of ideas.
- Offer flexible work options, such as hybrid working or adjusted hours.
- Implement a buddy system where generations support each other.
- Highlight what makes each generation unique and how it contributes to the team.

## What doesn't work

- Treating all generations the same or using a one-size-fits-all approach.
- Imposing your own view without understanding and empathy for others.
- Holding on to old habits and ignoring changes.



### More training and tools

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