

# Precepting Across

# GENERATIONS



**GEN X**  
1965-1980

Multitaskers  
Value work-life balance  
Independent  
Problem-solvers  
Resourceful  
Skeptical  
Flexible

**MILLENNIALS**  
1981-1996

Optimistic  
Confident  
Leaders  
Tech-savvy  
Achievement oriented  
High expectations

**GEN Z**  
1997-2012

Pragmatic  
Value work-life balance  
Financially minded  
Entrepreneurs  
Social  
Philanthropists

## LEARNING STYLES

**Gen X:** Enjoys working individually on projects, finds "real world" or case studies meaningful, needs clear instructions

**Millennials:** Enjoys working in teams, needs structure and guidance, learns through trial and error, welcomes feedback, utilizes technology

**Gen Z:** Works independently, needs one-on-one communication, utilizes technology, prefers videos and images, multitasks

Hey, can you talk?

**Gen X:** Prefers face-to-face conversations or phone calls

**Millennials:** Prefers emails, texts, instant messages, or voicemails

**Gen Z:** Prefers texts, instant messages, or information in bite-size pieces

Sure, what is it?

**Gen X:** Requires immediate and direct feedback

**Millennials:** Requires continuous coaching, praise, and encouragement

**Gen Z:** Requires immediate, honest, and frequent feedback

## RECEIVING FEEDBACK



### Sources:

1. Isaacs AN, et al. Move out of Z way Millennials. *Curr Pharm Teach Learn*. 2020 Dec;12(12):1387-1389.
2. Burnworth MJ, et al. Preceptor tips for navigating generational differences with introductory and advanced pharmacy practice experience students. *Pharm Pract (Granada)*. 2020;18(4):2176.
3. <https://www.keystoneacademic.com/news/communicating-with-generation-z-everything-you-need-to-know>
4. <https://www.thebalancecareers.com/working-with-gen-z-4771336>

Created by the ASHP New Practitioners Forum Career Development Advisory Group. The information contained in this document is provided for informational purposes only and should not be construed as legal, accounting, tax, or other professional advice of any kind. ©2021 American Society of Health-System Pharmacists. All rights reserved.