



TOP 10

REMINDERS FOR A MULTI-GENERATIONAL WORKFORCE

Compiled by Debra Zabloudil, FACHE, CAE, for the ANFP 2026 Virtual Winter Workshop

1. **Don't stereotype**, but seek to understand.
2. **No matter the generation**, we all have something to learn from each other. *Always.*
3. **Reverse mentoring** is a solid practice.
4. **We all have the ability to grow, change, and evolve.**
5. **Experience and new ideas/energy** should be valued equally.
6. **Clear communication and explicit expectations** help to alleviate misunderstandings.
7. **As we are thinking about ways to convey messages**, we should design for various communication styles.
8. **Don't confuse flexibility** with lack of commitment.
9. **Flexibility with generations** does not negate business needs.
10. **We need each other.** Stay connected and kind.

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