



# Supporting Community

## Comedy, Tragedy or Action Adventure?

by Lori A. Hoffner

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Do you have a “movie” playing in your mind on how you want your workplace to be? Is it a comedy; maybe a tragedy? Some folks feel like they need to provide a workplace that reflects a documentary while others create an environment of action adventure. At the end though, were all just rooting for the good guys (and gals) to win. What does the end of your movie look like? How are you setting your staff, your organization and yourself up to win?

Because everyone within your organization has a role, it's important that you know the “cast of characters” – your staff. When we takes the time to get to know our staff, their strengths, ambitions, likes and dislikes we build a relationship with them that helps support their efforts to be the best employee they can be and ultimately helping you create the best that you can be. As we recognize the strengths that a staff member brings, we understand that they will prepare for their role based on their generational values and influence. Through this insight, we move in a positive forward direction of getting to know what they can bring to help make everyone successful.

The **Traditionalist** generation, which represents about 5% of our workforce are an invaluable part of the team, and they are wanting us to see them that way. They often have institutional knowledge that helps everyone succeed. **Baby boomers**, 40% of the workforce, state that they find the most success working in a team atmosphere. Are you creating a culture that allows for shared work experience and a team environment? 30% of the workforce is made up of the **Gen X** generation and many of the individuals of this generation want their performance to be evaluated on final outcome, not necessarily on each step they took to get there. Is the way they do the work just as effective, just different from your way? A recent survey within a Colorado organization shared that the **Milleneals**, 25% of our workers stated that that their number one complaint about the workplace was a lack of training. Their second highest complaint was the lack of a relationship with their immediate supervisor.

Every single person, regardless of their generation wants to be named, known, needed and nurtured. We can only nurture our staff to be the very best representation of our organization by knowing them. Each and every member of your staff can start to create a culture in the workplace that places value on every single person and what they bring to the organization. In return every single person will want to bring value to the work that they do. The end result is a better product, a more efficient workplace and a staff that wants to be there. That kind of environment is inviting to your clients, it's a place that customers want to be and spend their money for the services that you're offering. It is the best ending to the “movie”, the good guys (and gals) win and we can all leave feeling like the time we spent was worth every minute.

*Lori A. Hoffner, Professional Speaker ~ Trainer ~ Consultant, draws on years of experience of leadership in both the for-profit and non-profit business world. She can offer staff-development programs helps promotes a cohesive internal team and positive culture of support within your organization that helps benefit your bottom line. Please share this article as long as the information above and Lori's contact information is included.*