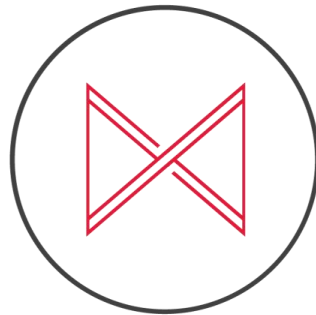


_____ MiX Insight _____

Defining Culture

_____ Workplace Culture By Generations _____

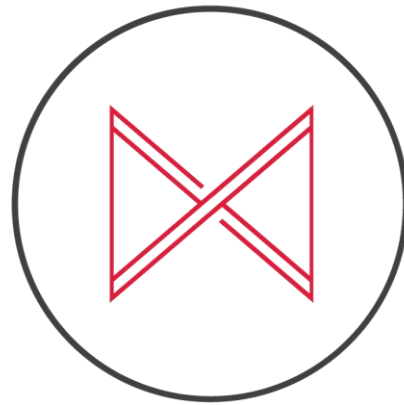


MODERN INDUSTRY EXPERTISE

What is Modern Industry eXpertise (MiX)?

An exclusive leadership council focused on empowering the next generation of aftermarket leaders.

Today's aspiring professionals, destined to become the leaders of tomorrow, hold the key to effectively addressing the challenges faced by vehicle aftermarket suppliers.



MODERN INDUSTRY eXPERTISE

Defining Culture Survey

The objective of this survey is to gain a comprehensive understanding of generational perspectives on workplace culture.

By collecting insights from individuals of different generations, MiX aims to:

Identify
Generational
Preferences

Improve
Relationships

Increase Job
Satisfaction

Enhance
Productivity

Value Reflection

By achieving these objectives, MiX members will be better positioned to create a workplace environment that meets the diverse needs of its workforce, fostering a more productive, satisfied, and cohesive organizational culture.

Executive Summary

Future Direction

- **Reward and Recognition:** Baby boomers value rewards and recognition highly, whereas millennials place less emphasis on them. It's important to understand these generational differences and find ways to bridge the gap in appreciation and delivery of rewards.
- **Diversity and Inclusion:** Baby boomers might rate diversity and inclusion higher than other groups, possibly due to feeling criticized in the current climate. This generational viewpoint needs further exploration.
- **Perceptions of Technology:** There are varying perceptions of technology among generations. Do some view it as a supportive tool, while others see it as a form of micromanagement? Understanding these perspectives is crucial, especially regarding tools like Outlook, Excel, Salesforce, and Teams.

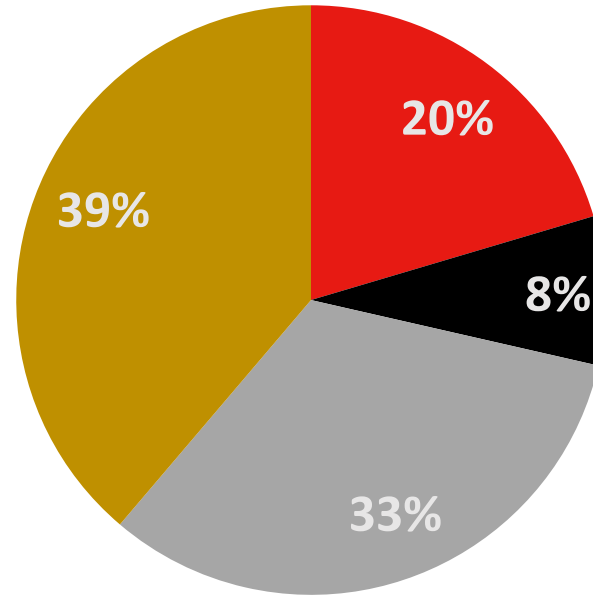
Take Aways

- **Work/Life Balance:** The concept of "work/life balance" is evolving and is no longer seen as entirely positive. This shift in perception is noteworthy.
- **Career Dynamics:** The idea of a long-term career with a single company is becoming outdated. With easy access to information, employees can more readily find new opportunities and ensure fair compensation.
- **Technology's Role:** It's technology, not just the millennial generation, that's driving workplace efficiency. Millennials are simply early adopters of these technologies, which shapes their work habits and attitudes.



**What generation were you
born into**

What generation were you born into



- Baby Boomers (born 1946-1964)
- Generation X (born 1965-1980)
- Millennials/Gen Y (born 1981-1996)
- Gen Z (born 1997-2012)

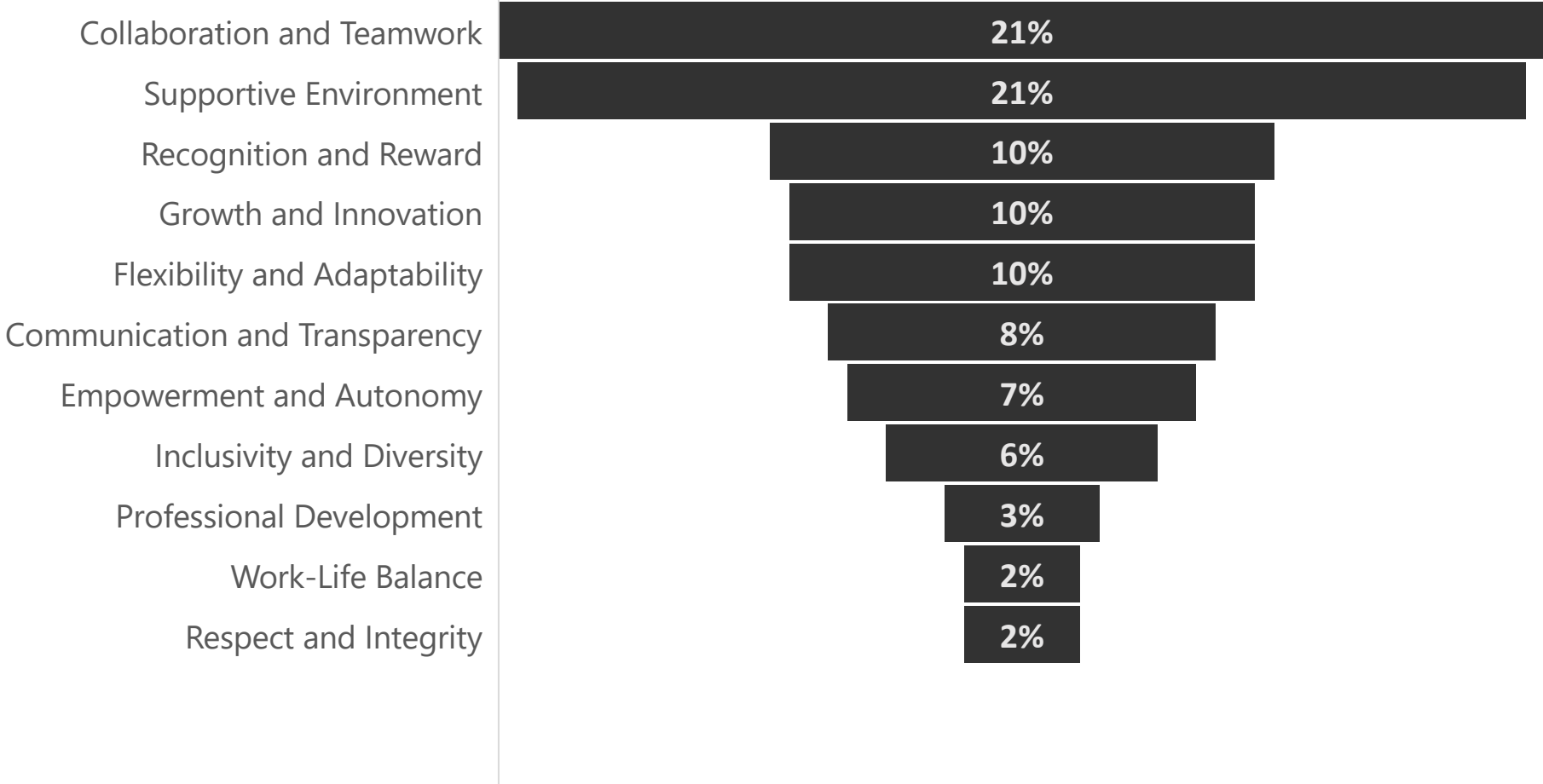
Number of Responses: 50



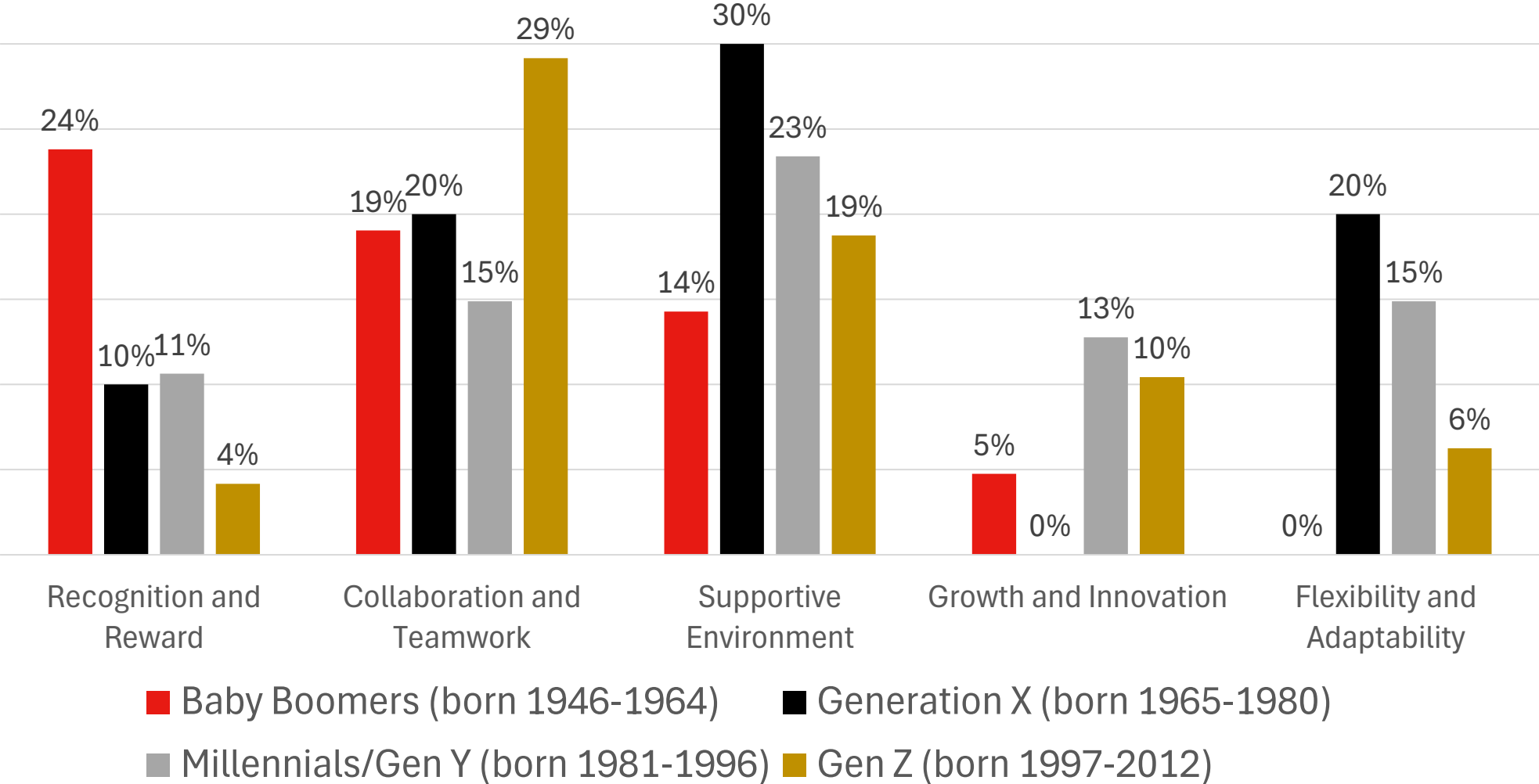
**Please describe the kind of
workplace culture that you
would like where you work.**

Think about how that culture would positively affect your productivity, your relationships with peers and management, job satisfaction, and would reflect qualities that are important to you.

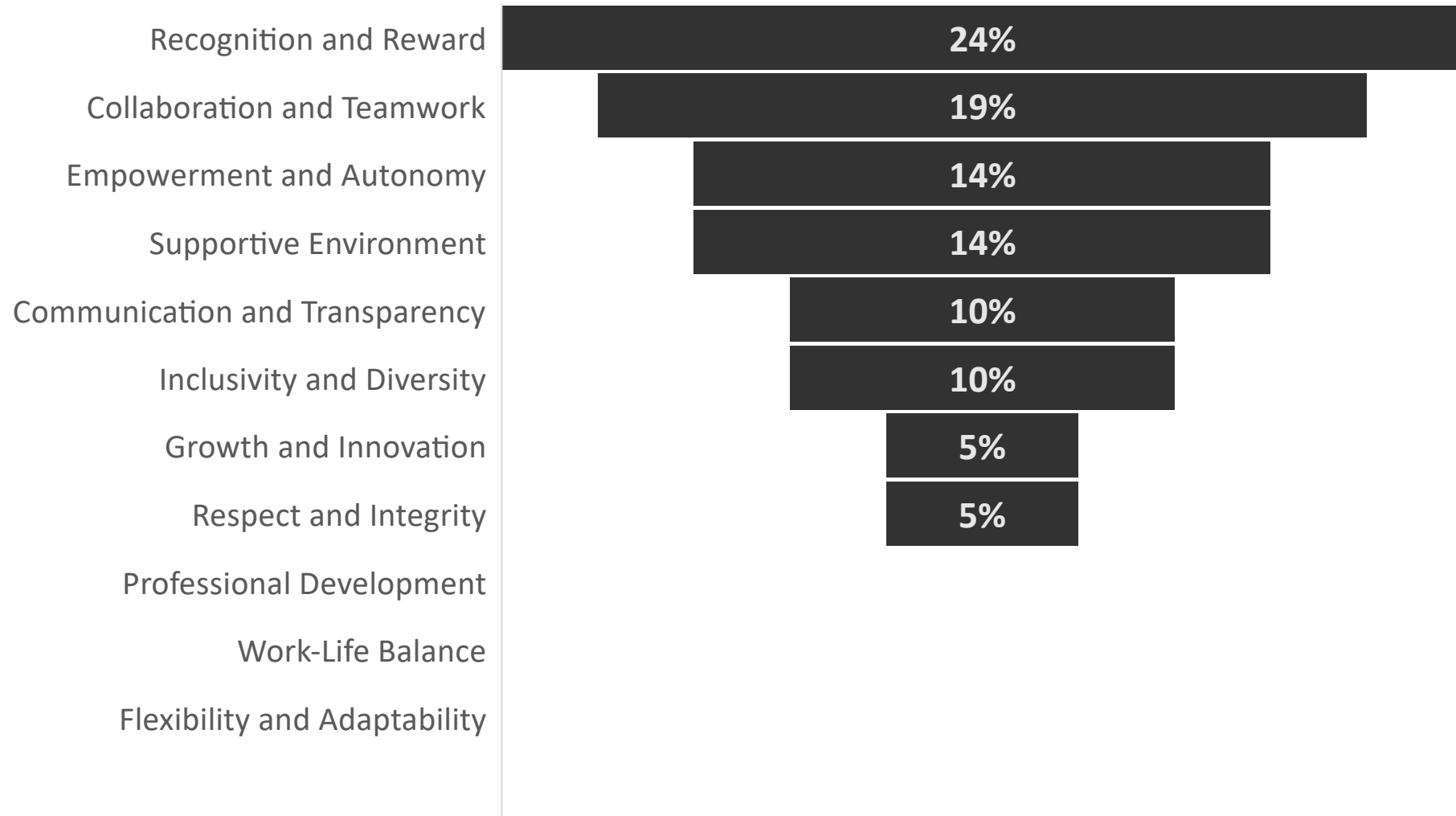
Across all generations



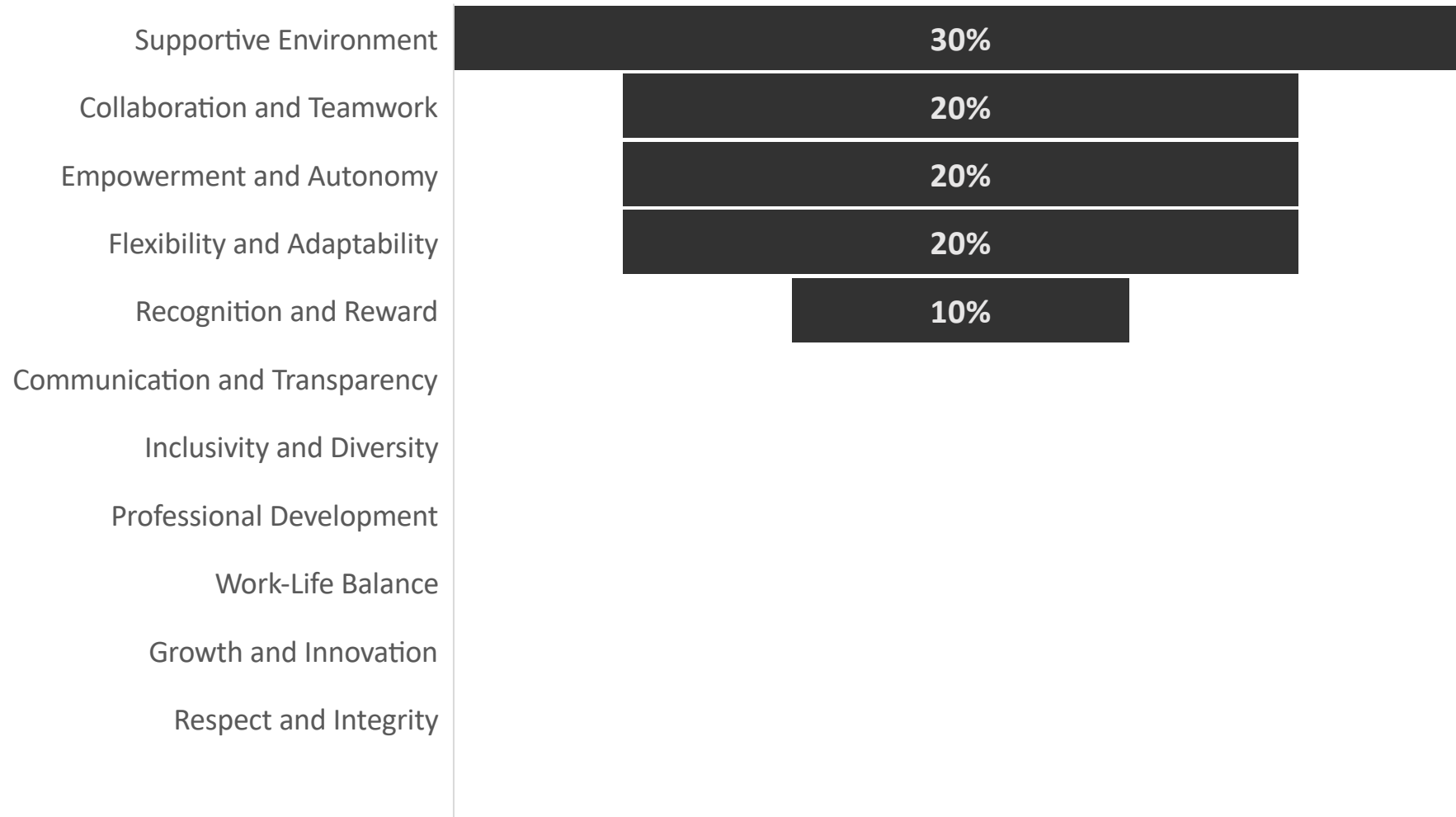
Top Categories By Generations



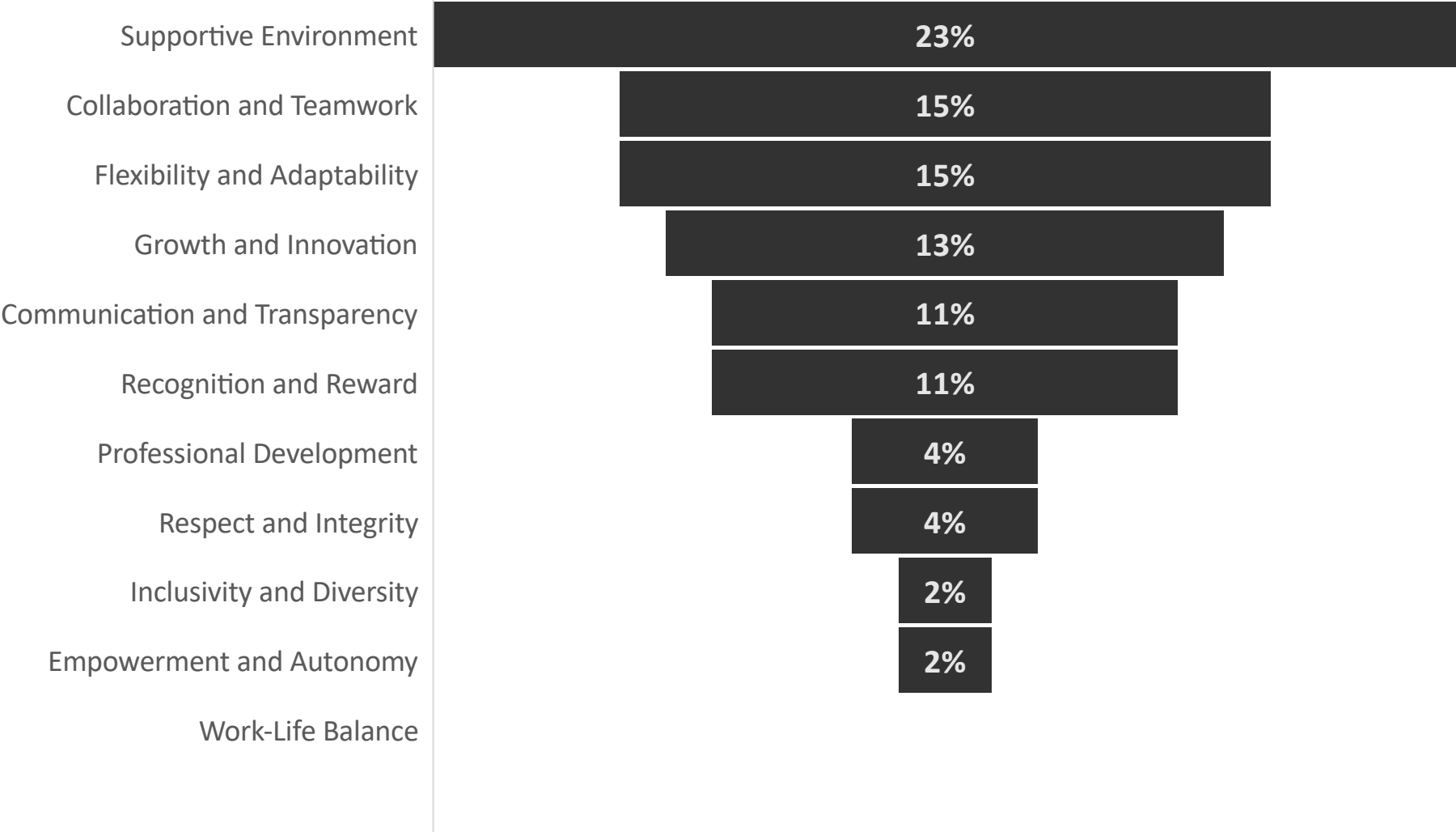
Baby Boomers (1946-1964, ages 78- 60)



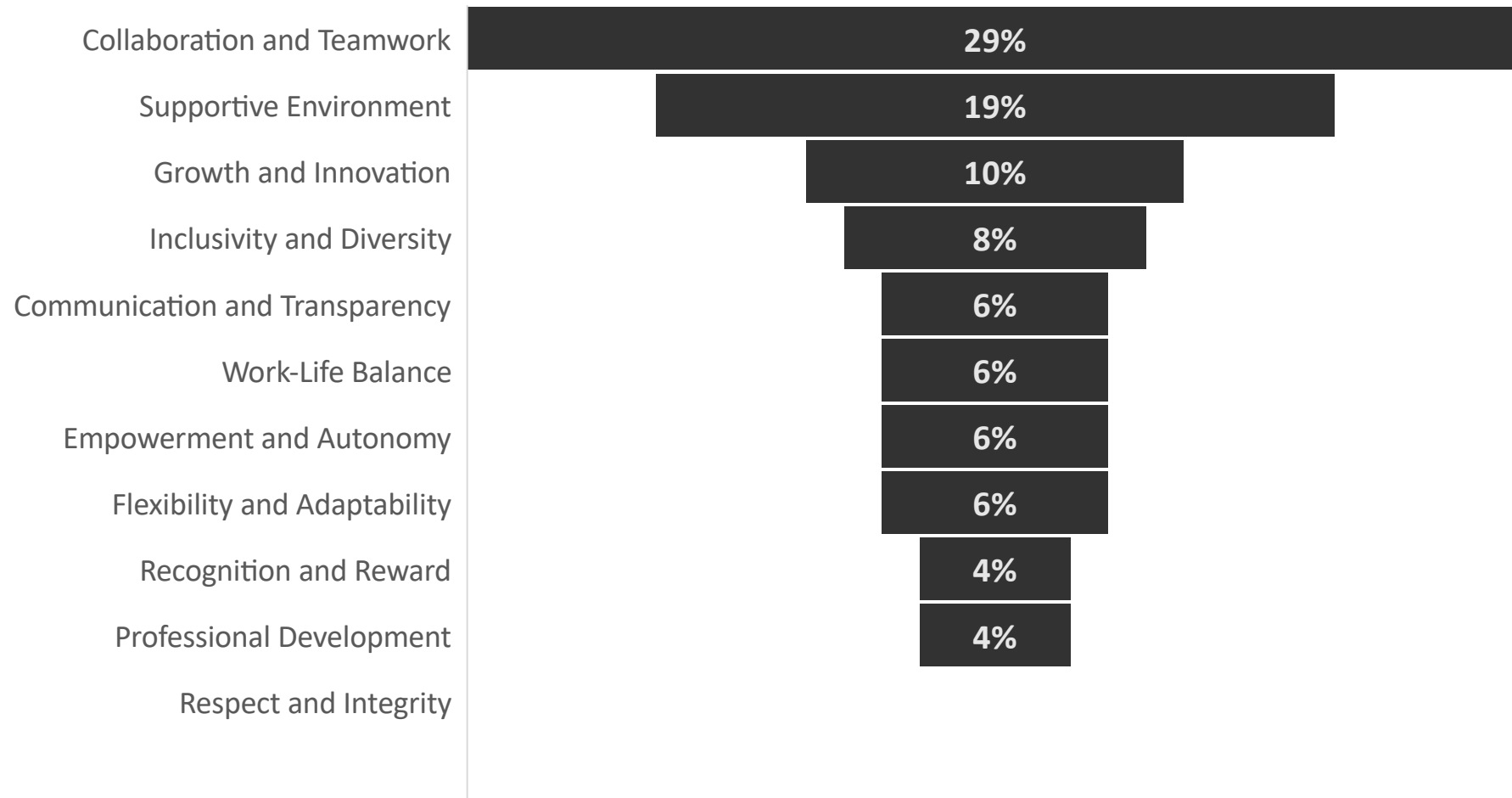
Generation X (1965-1980, ages 59-44)



Millennials / Gen Y (1981 – 1996, ages 43 - 28)



Gen Z (1997-2012, age 27- 12)

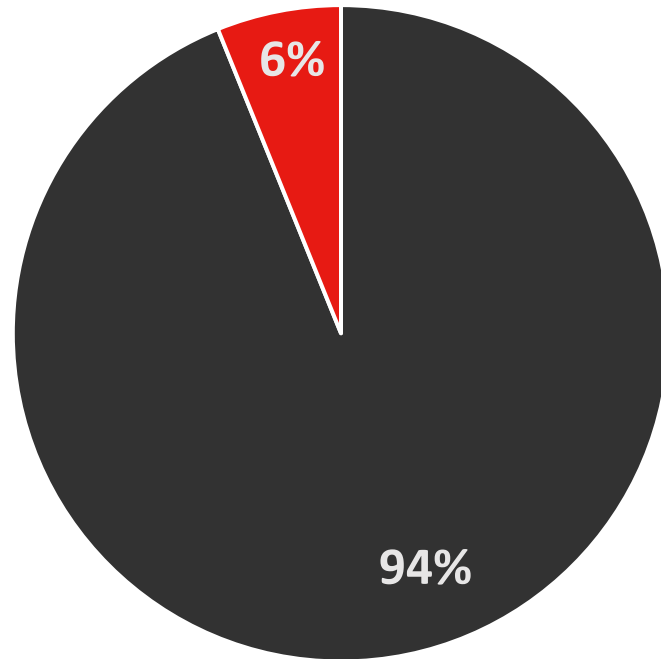




**Do you think other
generations have influenced
workplace culture today?**

Option to add comments

94 % of respondents think other generations influenced workplace culture



■ Yes ■ No

Comments

Baby Boomers (1946-1964)

- I believe other generations have influenced our current workplace. Some of it very good and some it probably needed to change some time ago to keep up with the ever-changing market environment.
- I think the younger generation has had a negative impact on job culture
- I feel older generation had a better work ethic. Seems like younger workers don't want to get their hands dirty and only want a paycheck.

Generation X (1965-1980)

- Today's generation is way too “woke”, which hinders productivity.
- Some younger generations have different thoughts on long-term careers, making hiring more difficult....
- Younger generation that wants the reward but no willing to put in the risk and time needed for overall success....
- We have lost focus on doing the best job possible and now caring about focusing on pointing out DEI. My feeling that this environment divides people instead of just doing what is right.

Comments

Millennials/Gen Y (born 1981-1996)

- Senior management always has an influence on the workplace culture. In larger corporations its easy to see that change is slow if at all and **things are " done this way because that is how we have always done it."**
- ...Change cannot happen without the presence of newer generations entering and changing the workplace.
- Older Generations always have more influence on everything, including workplace culture. **"that's the way we have always done it" is a common theme.**
- It is painfully clear that many of the older generation's values are in practice and the company functions this way because **"this is how we have always done it" mentality.**

Gen Z (born 1997-2012)

- Gen Y&Z take over and create a workplace like current Scandinavian countries (i.e. extended maternal/paternal leave, mental health resources, 4-day work week).
- Gen X and Baby Boomers are heavily focused on the in-person experience in the workplace which is something that I appreciate. Millennials have streamlined the workplace with a heavy focus on technology making work faster and more efficient.
- Getting back to employee centric is what upcoming generations are trying to do.



Thank You



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