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Key Takeaways from “Leveraging Generational Strengths in Your Workforce” 2025-26 Keys to Sustainability Webinar #2

Why Multigenerational Workforces Matter

- Generational diversity already exists in Dementia-care settings and is a strategic asset when leveraged thoughtfully.
- Diverse life experiences strengthen client care and engagement but also foster workforce stability.
- Strengths across the age span: institutional knowledge, adaptability & resilience, relationship-building, technical & digital fluency, and fresh perspectives & innovation

Recruitment: Attracting All Generations

- Intentional messaging for open roles
 - Focus on values, strengths, and behaviors.
 - Clearly articulate organizational culture, role expectations, and use language to help applicants understand who would thrive in the role/environment.
- Tailor outreach to attract and empower individuals while avoiding stereotyping.
 - Use varied channels - social media, [Indeed.com](https://www.indeed.com), AARP, part time/ flexible job boards
 - Highlight organization’s mission, community impact, flexibility, and learning opportunities.

Interviewing Without Generational Bias

- Include behavioral based questions to surface values alignment, problem solving styles, willingness to learn and collaborate.
- Use standardized interview questions to help avoid generational assumptions and biases.
- Resources: “[Creating organizational cultures based on values and performance](#)” and “[Workplace Culture and Company Performance](#)”

Retention: Keeping Staff Engaged and Feeling Empowered

- Foster transparency, trust, and consistent communication
- Create multiple feedback loops (including anonymous options)
- Offer flexible scheduling when possible.
- Provide equitable access to training and professional development.
- Recognize both tenure and innovation.
- Build teams with shared ownership, clear roles, and communication training.
- Mentorship: Use structured mentorship for knowledge transfer and reverse mentorship for two-way learning.

Where Retention Needs Differ Among Generations

- **Traditionalist / Boomers**: recognition, stability; **Generation X**: autonomy, practical benefits; **Millennials**: collaboration, growth pathways; **Generation Z**: learning, social impact

Key Takeaways

- Multigenerational teams are a strategic asset in dementia care.
- Empowerment drives recruitment, retention, and respect.
- Small, intentional changes can create workspaces where all ages thrive.