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## Who Is Generation “X”?

Stuck between the Baby Boomers and Generation “Y”, the “X” Generation is declaring its independence. Forced by the demographics of the times to become latch-key kids, this group developed traits of independence and resilience. This group did not have their Baby Boomer parents hovering over their shoulder. They did not need that kind of attention.

Generation “X” grew up with their parent’s job insecurity. Born as early as 1965, many entered the job market during the economic downturn of the 80’s. They have a commitment to their work, but not to their company. Yet they are good team players, and are loyal to the boss they work for. Then again, if a Gen Xer is not happy with management, they do not waste time complaining. Out goes the resume and he or she takes the best offer they can get elsewhere.

Like their parents this generation dislikes authority and rigid work requirements. This is the best educated generation in history. They are free-thinkers, yet characterized as being lazy. This group classifies itself as self employed professionals 25% more frequently than their parents. Rather than working for a publicly held corporation, a larger percentage of this group works for privately held companies or private individuals.

Gen Xers are fun loving employees. They work well amongst diverse populations. Unlike their Baby Boomer parents they do not look to climb the career ladder. Lateral moves are accepted. They can start, stop, and start again. They have a very fluid outlook towards their career progression.

Yet, like their parents they dislike authority. Even more so; True “gamers”, Gen Xers work best when directed by a desired outcome, and left on their own to figure out how to achieve it. They do respond to guidance, but not to step by step instructions.

