

# GEN Z and the 21<sup>st</sup> Century TCK

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## **Framing Generational Studies**

- ❖ The Silent Generation 1924-1945
- ❖ Baby Boomers 1946-1964
- ❖ Generation X 1965-1980
- ❖ Generation Y/ Millennials 1980-1995
- ❖ Generation Z (Zed) – the "New Generation"
- ❖ *COMING SOON – Alpha Generation*

*Where our research info came from : Research Companies such as Barna, PEW, McCrindle, and other Research in the realms of marketing, education, and youth ministries or programs.*

## **Who are Generation**

- ❖ Names used for Generation Z: I-Gen, Post Millennials, Screen Agers, Homeland Generation, Digitalians, Centennials
- ❖ DOB =? The dates depend on the researcher: 1995, 1997, 2000 (General 15 yr. period from start date)
- ❖ Demographics – 2 Billion; approximately 25% of American Population

## **What Characteristics make Western Cultural Gen Z distinctive from other generations?**

- ✚ Post 9/11
- ✚ Hyper Aware
- ✚ Realistic & Cynical, Unsettled & Insecure (especially in Financial realm)
- ✚ Entrepreneurial Spirit
- ✚ Tech Savvy – 5 screen kids; 27% of time awake is spent on screens *McCrindle*
- ✚ Four Dimensional Thinkers:
  - Reflective
  - Creative
  - Critical Thinkers
  - Process Orientated

"Gen Z are immersive learners. The 21st century learning skills are often called the 4 Cs: critical thinking, communicating, creative thinking, and collaborating" *Huff Post*

#### ✚ Personal Image Management

- Perspective of Image
- Social Media – Different Sites = Different Purposes
- Use Social Media to Develop and Maintain Relationships
- Use Social Media to Develop Skills for Real Life

#### ✚ Diversity, Acceptance, and Tolerance

- High Values expressed both verbally and in social choices
- Includes Gender Fluidity (Thomas/Tamerza)

#### ✚ More Morally Conservative than previous Generations

In a 2016 US, it was found that church attendance during young adulthood was 41% among Gen Z, as compared to 18% for Millennials at the same ages, 21% of Gen X and 26% Baby boomers. *Joan Hope, Dean & Provost, vol. 17, issue 8, April 2016.*

#### ✚ Risk Averse

- 66 % tried alcohol vs. 82% in 1991
- Seatbelt non-usage 8% vs. 26% *Alex Williams, New York Times, Sept 18, 2015.*
- Desire to 'DO LIFE' with people

#### ✚ Live without AWE and Transcendence

#### ✚ Education for this generation is Technologically dependent

- More Individualized
- Short Attention spans, but tend to absorb info more quickly
- Lack self-regulation
- Potentially the best educated

“Schools are 19<sup>th</sup> Century institutions using 20<sup>th</sup> century buildings to teach 21<sup>st</sup> century students and we wonder why traditional education sometimes struggles to connect. So if they don't learn the way we teach, then let's teach the way we learn.” *Mark McCrindle*

#### ✚ In their Education the Teacher is a Facilitator of learning

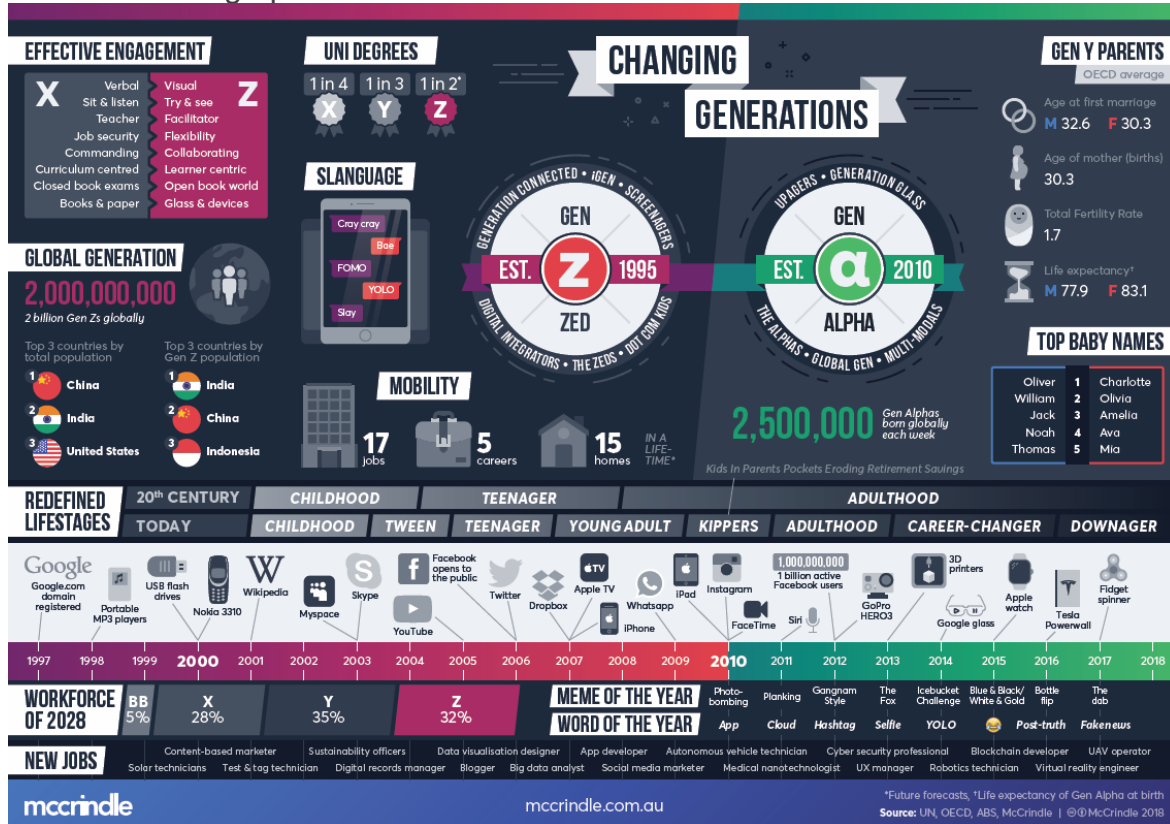
- Flipped Classroom
- Value of Independence
- Link Hoppers “The capacity for linear thinking has been replaced...they take in and dish out information in a fast, disjointed, overlapping manner.” *Journal of Individual Psychology (p. 16) Quoted in Barna p. 16-17*
- Insufficient exposure to physical texts

#### ✚ 1 of every two Gen Z will graduate from College [1 of 3 Millennials; 1 of 4 Gen X]

- 81% believe there are other ways to learn
- Most are very concerned about the cost of University Education – work hard in high school to stand out in order to receive grants and scholarships
- 36% don't believe it is affordable and the rest are concerned about debt  
[“Generation Z' is entrepreneurial, wants to chart its own future | news @ Northeastern”](http://www.northeastern.edu). *www.northeastern.edu. Retrieved 10 December 2015.*

- ✚ Gen Z has been characterized as Dystopian, hopelessness with no real good
  - Katniss vs. Harry
  - The good is utterly destroyed and used as a pawn vs. fighting with a sense of hope in a battle of Good vs. Evil.

✚ McCrindle Info graphic



<https://mccrindle.com.au/insights/blog/generation-next-meet-gen-z-alphas> accessed 10/31/18.

*Personal Reflection:*

*Who do you know, have relationships with, care for who are Gen Z? What Characteristics have you seen in them? How do you see value and take joy in this Generation?*

## In 2011 a TCK Think Tank

Comprised of a multicultural, multigenerational team—all either TCKs, working with TCKs—or both. Ranged in age from high schooler to nearing retirement age.

The group looked at 2 major themes: 1) Validity of the TCK Profile; 2) Results of the TCK Survey [2011; Libby Stephens, Connie Befus, and Sheryl O'Bryan put together survey 94 questions both quantitation and narrative; total responses (1,107 total response as of Oct 2018)

## TCK Profile

✚ Present Tense

✚ Modern Presentation

### TCK Definition:

**“An individual who has spent a significant part of his or her developmental years outside the parent’s culture. The TCK builds relationships to all the cultures, while not having full ownership in any. Although elements from each culture are assimilated into the TCK’s life experiences, the sense of belonging is in relationship to others of the same background.” *David C Pollock***

## Where do Gen Z TCKs Converge/Diverge from Monocultural Western Gen Z”

✚ Identity

- Identity Development
- Identity in Flux
- Use Contemporary Frameworks for Understanding this generations identity formation

[We will look at this more in depth in the Workshop]

✚ Mobility

- Converge: hypervigilance and anxiety; responsibility of control; extensive relationship banks
- Diverge: increased time in passport country = less attachment; more ST ers = more hidden immigrants

✚ Expanded Worldview

- Converge: to an extent, this is a given  
Paradigm for engagement = cognitive to emotive to active
- Diverge: global vs. local

✚ Suffering

- Converge: Both witness great amounts of suffering . . . Monocultural Gen Zs - virtually; TCKs - in person . . . more convergence than before
- Diverge: “Pure” vs. “Shallow” - 1st world problems

#### ✚ Relationships

- Converge: juxtaposition of guardedness and extensive vulnerability; strong family ties-Barna-admiration of parents
- Diverge: Contextualization of time vs. place; stable community - small and highly defined vs. little motivation to invest in stability

*[We will look at Relationship Negotiation Divergencies in the workshop.]*

#### ✚ Cross-Cultural Skills

- Converge: Less likely to Prejudge; heightened respect for authentic culture; linguistically adept
- Diverge: Center point for cultural differences; code switch easily; high cultural intelligence that is developmental; great observational skills, but seldom apply them to their own passport culture--the place they are most often off balance

#### ✚ Cultural Balance

- Converge: Culturally blended families; Global collection of friends
- Diverge: Views of self; Multiple thought processes

**TCK Specific Findings** – We did find that there were some specific findings from the 21<sup>st</sup> Century TCKs that were consistently divergent from their monocultural counter parts.

#### ✚ Leave taking

- Short Term stints = more transition, both for those Short Termers and the TCKs they leave behind
- Technology = Reduced RAFT perception . . . more transition, bad goodbyes, and unresolved grief
- More informed opportunities does not equal more utilized opportunities

#### ✚ Grief

- Grief Developmental vs. Occasional
- “It’s a buffet. Take as much as you want.”
- Waiting for the other shoe to drop.

*Personal Reflection:*

*What of some Implications of this information for you in Your Personal Relationships?*

*What of some Implications of this information for you in Your Ministry/Practice?*

*It is our heart prayer that you would also take JOY in this incredible Generation. Pray for them with wisdom and knowledge for this Incredible Generation Z and the Gen Z TCKs. God has an incredible joy in them and a longing to pour His love on them!*