

Gen Z and the 21st Century TCK *Workshop*

Welcome to the *Workshop*

Now that you have journeyed with us in our presentation ...

Let's do some comparisons:

Millennials

- Sheltered
- Economic Expansion
- Team with Leader
- Meaningful work
- Immediate feedback
- Globally minded
- Like a flat, open work environment
- Seek mentors

Gen Z

- Dangerous World
- Great Recession
- Individual with collaborators
- Tech savvy / new ideas
- Globally Concerned, Locally involved
- Prefer individualized work environment
- Face to face interaction

All Gen Z vs. Gen Z TCKs

<i>Mobility</i>	Hypervigilance Anxiety Responsibility of Control Extensive Relationship Banks	Increased time in the passport country = less attachment More short termers = more hidden immigrants
<i>Expanded Worldview</i>	Paradigm for engagement = cognitive to emotive to active	Global vs. Local . . . not a “Think globally; act locally”
<i>Suffering</i>	Witness great amounts of suffering; “Pure” vs. “Shallow”; 1st world problems	Witnessed in person vs. virtually
<i>Relationships</i>	Juxtaposition of guardedness and extensive vulnerability; Strong family ties	Contextualization of time vs. place; Stable community - small and highly defined vs. little motivation to invest in stability
<i>Cross Cultural Skills</i>	Less likely to Prejudge; Heightened respect for authentic culture; Linguistically adept	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

Identity

Identity in Flux; Multiple views of self; Culturally blended families; Global cultural collection

Incorporation of multiple cultures; Multiple thought processes

Generational Dynamics

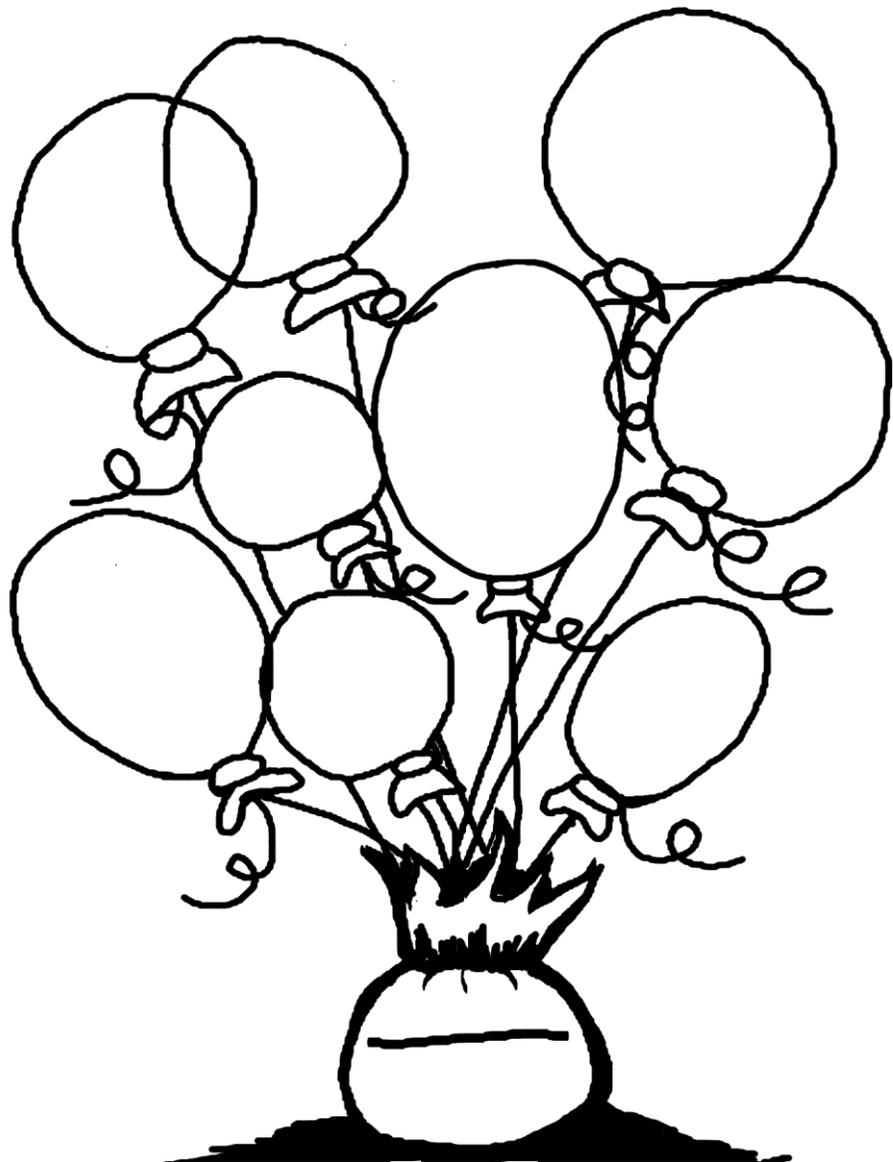
CATEGORY	BUILDERS	BABY BOOMERS	GENERATION X	GENERATION Y	GENERATION Z	GEN ALPHA
	 <p>We prefer proper English if you please</p> <p>Born: < 1946 Age: 73+</p>	 <p>Be cool Peace Groovy Way out</p> <p>Born: 1946-1964 Age: 54-72</p>	 <p>Dude Ace Rad As if Wicked</p> <p>Born: 1965-1979 Age: 39-53</p>	 <p>Bling Funky Doh Foshizz Whassup?</p> <p>Born: 1980-1994 Age: 24-38</p>	 <p>idk Legit Squad Totes Whateus</p> <p>Born: 1995-2009 Age: 9-23</p>	 <p>Lit Fam Hundo Yas RN Lel</p> <p>Born: from 2010 Age: under 9</p>
Social markers	World War II 1939-1945	Moon landing 1969	Stock market crash 1987	September 11 2001	GFC 2008	Trump / Brexit 2016
Iconic cars	 Model T Ford Final, 1927	 Ford Mustang 1964	 Holden Commodore 1978	 Toyota Prius 1997	 Tesla Model S 2012	 Autonomous cars 2020s
Iconic toys	 Roller skates	 Frisbee	 Rubix cube	 BMX bike	 Folding scooter	 Fidget spinner
Music devices	 Record player LP, 1948	 Audio cassette 1962	 Walkman 1979	 iPod 2001	 Spotify 2008	 Smart speakers Now
Leadership style	 Controlling	 Directing	 Coordinating	 Guiding	 Empowering	 Inspiring
Ideal leader	Commander	Thinker	Doer	Supporter	Collaborator	Co-creator
Learning style	Formal	Structured	Participative	Interactive	Multi-modal	Virtual
Influence/advice	Officials	Experts	Practitioners	Peers	Forums	Robo-advice
Marketing	Print (traditional)	Broadcast (mass)	Direct (targeted)	Online (linked)	Digital (social)	In situ (real-time)

<https://mccrindle.com.au/insights/blog/generation-next-meet-gen-z-alphas/> Accessed 10.31.18

Implications of Generational Information [Homogeneous Groups]

- How do you see Gen Z from your generational view?
- What characteristics have you observed or experienced with Gen Z or Gen Z TCKs in your life?
- What are some implications this information presents for your life or professional practice?

Identity Formation

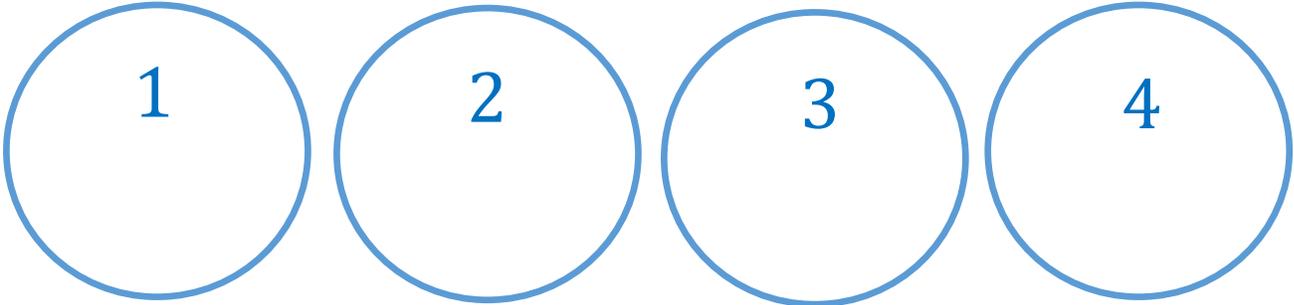
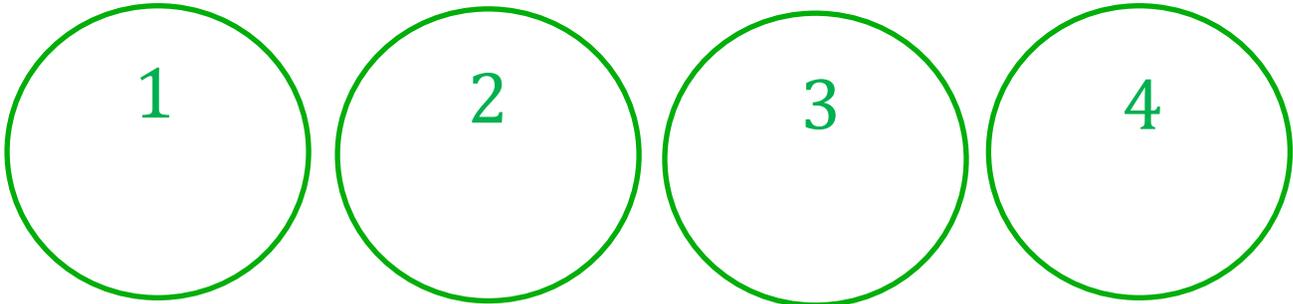


Early anchoring of a child's development of identity is vital for Generation Z TCKs.

Relationship Negotiation

1 _____ 2 _____ 3 _____ 4 _____

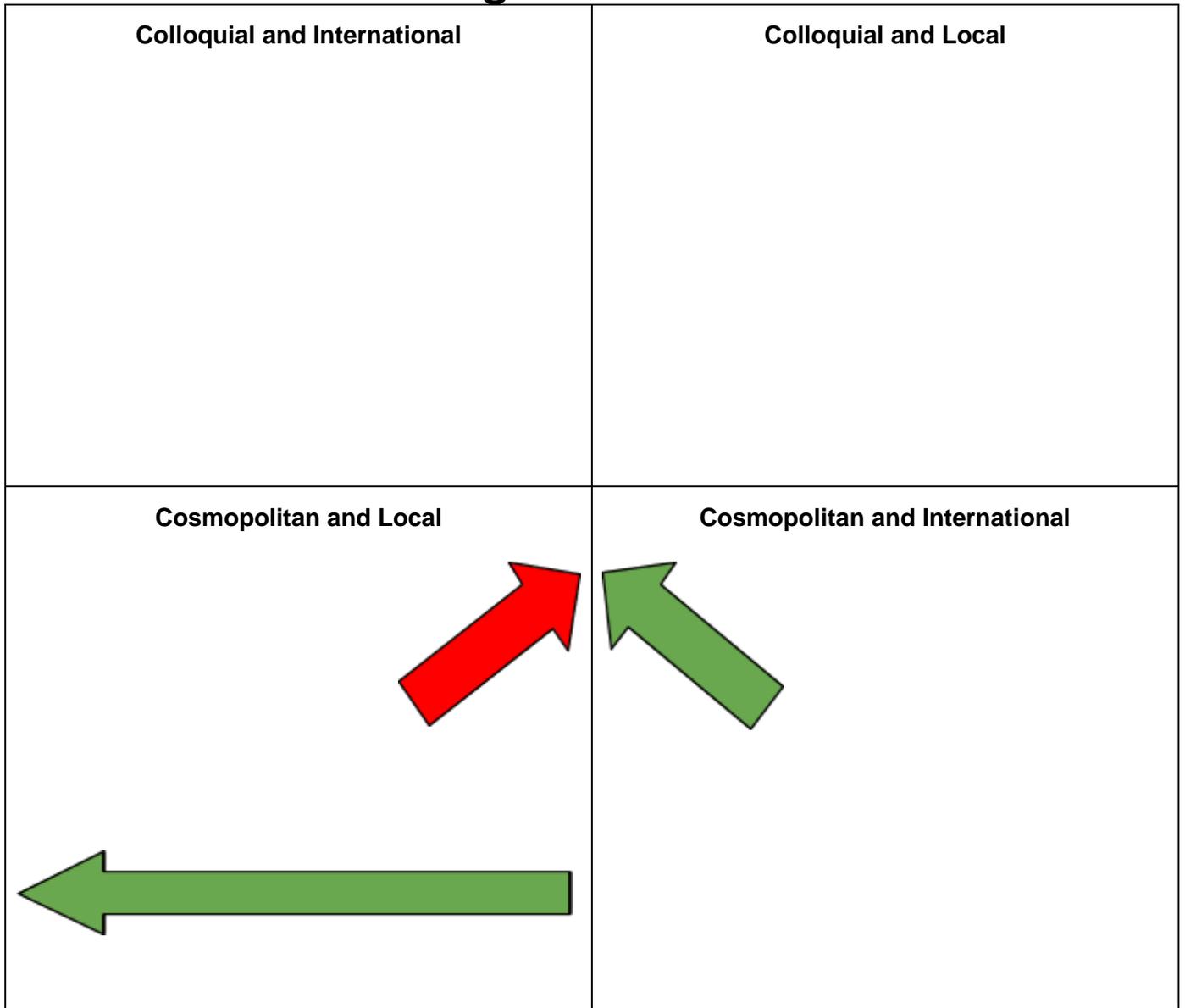
Stages of
TCKs



Stages of
Mono-Cultural
Americans

Designed by Heidi Tunberg and Libby Stephens. Adapted for training by MTI.

Berting Quadrants



Cosmopolitan: “a worldview: bi-or multilingual, cross culturally adaptable with highly developed critical thinking skills and an international outlook.” Jurgensen p. 23

What do we yet need to learn? Questions? [Mixed Groups]

From these questions, what are suggestions for further research would be helpful?