

Generational Conflict and Opportunities

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Discussion Points:

- How many different generations are currently represented in your department? What are the defining characteristics of each of these generations?
- What happens when a person of a younger generation becomes a supervisor of people from older generations? Positive and negative outcomes?
- Do some people on your department just “cruise” without contributing much? Can these people be characterized by age or generation? What can be done to engage them to a greater degree?
- How well have older workers done with mastering technology and new firefighting techniques and responsibilities? (e.g., what is the average age of your paramedics, your haz mat team, your dive team?)
- How much attention has been given to making sure the unofficial history of your organization gets passed along to newer firefighters? How have you done this?
- What effect have new station designs had on fire station life and culture?
- What was the best time for you on the job? When were you happiest, most challenged, most fulfilled? What circumstances led to these feelings?