

## UNDERSTANDING GENERATIONAL GAP TOWARDS POSITIVE WORKING ENVIRONMENT

*by:*

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School organization is comprised of people from different generations. As leaders, we are interacting with experienced or seasoned teachers and even new teachers who are tech-savvy and well versed with the use of modern technology. This situation in the organization where there is a difference in age sometimes leads to conflict or misunderstanding and surely affects the working environment.

In school, we often observe the differences in values, communication styles, and work ethics among our teachers since they belong to different age groups; this is due to what we call the generational gap. Teachers in older generations, like boomers, are labeled as hardworking, they also valued hierarchical structure and gave emphasis to loyalty. However, most of them are not aware of the usage of modern technologies. While Millennials and Generation Z place more weight on work-life balance, collaboration, and innovation as they take advantage of the use of technologies.

These differences can show up in various ways. In terms of instructional strategies, tactics, and resources, seasoned or experienced educators may choose conventional or traditional ways or procedures, whereas younger educators may favor more technologically assisted methods. These differences can sometimes lead to clashes, but they can also spark creativity and innovation.

To bridge this gap, school leaders play a significant role and they can take several steps. One effective strategy is to encourage intergenerational collaboration and make everyone in the organization more open to new ideas. By working together on projects,

mentoring each other, and simply sharing experiences, educators from different generations can develop a deeper understanding and appreciation for each other's perspectives, thus, this will surely promote a positive impact on their teaching practices.

Another important factor is open and honest communication. Creating a safe space for dialogue and feedback can help break down barriers and foster empathy. There is a need to actively listen to the viewpoints of each educator; thus, it can surely build stronger relationships and find common ground.

Lastly, it is necessary for the school leaders to ensure that there is a well-crafted professional development opportunity that caters to the needs and interests of different generations and can help bridge the gap. By offering a variety of Learning Action Cells, schools can empower educators to stay up-to-date with the latest trends and technologies while also giving due importance to their unique strengths and experiences.

Generational gaps really affect our working environment, but by recognizing and embracing the diversity within schools, it can create a more harmonious, fruitful, and productive learning environment for both students and educators.

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