

WHAT YOUNG LEADERS WANT – AND DON'T WANT – FROM OLDER ALLIES

A Conversation Guide

www.cogenerate.org/young-leaders



BACKGROUND

The generation with the strongest interest in cogeneration — a strategy to bring older and younger people together to solve problems and bridge divides — is Gen Z.

According to a nationally representative survey from University of Chicago researchers, 76% of Gen Z and 70% of Millennial respondents say they wish they had more opportunities to work across generations for change.

We wanted to better understand what's driving this interest. So we interviewed 31 leaders, ages 18 to 31, who are committed to and experienced in working across generations for change. Their provocative answers are summarized in our study, What Young Leaders Want — And Don't Want — From Older Allies.

We encourage you to use this study to prompt conversations with older and younger people in your life. Use the questions below to get you started.

DISCUSSION QUESTIONS

- Did the study confirm or contradict your assumptions about younger generations?
- Which finding did you find most interesting or provocative?
- What was the most memorable anecdote or quote in the study?
- If you are a younger person, what do you want from older allies?
- If you are an older person, what do you want from younger allies?
- Do you have friends, colleagues or allies of a different generation? How are those relationships different from relationships with age peers?

- What parts of your life feel age-segregated? Age-integrated?
- Did the study inspire you to take action, change your behavior, or think differently about something?
- What was the most useful or valuable advice or tip that you learned from this study?
- What piece of advice do you think will be most difficult for you to apply? Why?
- Was there any guidance or advice that you disagreed with?
- What questions do you still have after reading this report? What would you like to learn more about?
- What changes can you make to age-integrate your life at work, on campus, in your place of worship or where you volunteer?
- How can you share the power you have?
- How can you bring cogenerational strategies to all you do?

YOU MIGHT SUGGEST AN INTERGENERATIONAL CONVERSATION AT:

- A team meeting at work
- A brown-bag lunch conversation
- An all-staff retreat
- A neighborhood association
- An organization you're connected to
- A book group
- A conference
- A campaign or cause you support
- A congregation or spiritual group you belong to
- A family dinner
- A meeting with a mentor, colleague or friend
- Anywhere, actually!

CONTACT COGENERATE

Let us know how it's going at info@cogenerate.org

RESOURCES

[What Young Leaders Want — And Don't Want — From Older Allies](#)

[Executive Summary](#)

[Virtual Research Briefing](#)

[Making the Most of the Multigenerational Moment](#)

[How to Live Forever: The Enduring Power of Connecting the Generations](#)

[10 Ways to Cogenerate](#)

[Cogenerational Social Healing](#)