

WHAT OLDER LEADERS WANT – AND ~~DON'T~~ WANT – FROM YOUNGER ALLIES

CONVERSATION GUIDE



Last year, we asked 31 young leaders (ages 17 to 31) what they want – and don't want – from older allies. This year, we turned the tables, asking 30 older leaders – all committed to working across generations for change – what they want from younger allies.

Their thoughts and feelings are summarized in our new deep-dive, [What Older Leaders Want – And Don't Want – From Younger Allies](#), which was funded by AARP, The Eisner Foundation, and the Wallis Annenberg Legacy Foundation.

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 older generations?
- Which insight did you find most interesting or provocative?
- What was the most memorable anecdote or quote in the study?
- What was the most useful insight, advice or tip that you learned from this study?
- Was there anything in the study that was hard to hear or made you uncomfortable?
- Does the study inspire you to take action, change your behavior, or think differently?
- Is anything missing from the study?
- What questions do you still have after reading this report? What would you like to learn more about?
- 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?
- Regardless of your age, how might you share the power you have?
- Do you have friends, colleagues or allies of a different generation? How are those relationships different from your relationships with same-age peers?
- What parts of your life feel age-segregated? What parts feel age-integrated?
- What changes could make your school, workplace or volunteer work more age-integrated?
- 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
- An all-staff retreat
- A neighborhood association
- An organization where you serve as a volunteer or board member
- 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 or mentee, colleague or friend
- Anywhere, actually!



Let's keep the conversations going because the problems we face are too big for any single generation to solve alone.

RESOURCES

- [What Young Leaders Want – And Don't Want – From Older Allies + Conversation Guide](#)
- [Cogeneration](#): A National Opinion Survey with NORC at the University of Chicago's AmeriSpeak Panel
- Marc Freedman, [How to Live Forever: The Enduring Power of Connecting the Generations](#) (Hachette Book Group – Public Affairs)
- [CoGenerate Resource page](#) with activities, videos and more
- Gara LaMarche, [What Happened When Four Older Social Justice Activists Were Paired with Four Younger Ones?](#)
- Raymond Jetson for Next Avenue, [The Future of Leadership is Plural](#)
- Denise Webb and Wendy Lesko, [Why Aren't We Doing This! Collaborating with Minors in Major Ways](#)
- Janet Oh, [Want to Jumpstart a Conversation About Collaborating with Teens?](#)
- [Old School: A hub for age equity and ageism awareness](#)