



Ski Spectacular Instructor Academy

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Clinic Summary Notes

Clinic Title: Teaching Across Generations Ryan Latham ryanlatham@gmail.com

Regardless of age, people are generally seeking connection. By starting with this knowledge you can leverage a starting point on how people may receive feedback and you can use this as a platform to create connection.

Generational Approaches to Feedback - A Simple Breakdown:

Traditionalists (1925-1945)

- Preferred Method: In-person, one-on-one, and formal communication.
- Perception of Feedback: They value tact and discretion. They see feedback as a way to show respect and a sign of commitment.

Baby Boomers (1946-1964)

- Preferred Method: Direct and formal conversations, often in a structured meeting.
- Perception of Feedback: They view feedback as a way to improve efficiency and results. A direct, straightforward approach is seen as professional.

Generation X (1965-1980)

- Preferred Method: Quick, honest, and to-the-point feedback, often via email.
- Perception of Feedback: They prefer "just the facts." They value a pragmatic and concise approach that respects their self-reliance.

Millennials (1981-2000)

- Preferred Method: Continuous, regular check-ins and collaborative conversations.

- Perception of Feedback: They seek positive reinforcement and value transparency. They expect a greater degree of emotional intelligence and a focus on growth.

Generation Z (2001-2020)

- Preferred Method: Frequent, informal feedback through direct messages, texts, or quick digital exchanges.
- Perception of Feedback: They expect authenticity and speed. They are comfortable with a casual tone and want to know how they can improve in real time.