



ANNUAL MEETING

FAI AEROSPACE EDUCATION COMMISSION

Lausanne, Switzerland

28 and 29 April 2006

DISCUSSION PAPER

ON THE

GENERATIONS ISSUE

FAI - CIEA DISCUSSION PAPER

CIEA Annual Meeting - 28 April 2006

There is universal agreement that we are living in an area of rapid expansion of knowledge and great technological advances. This has influenced major changes in the world's societies and caused the acceleration of increasing generational differences.

There is an increasing concern that young people are not becoming involved in aviation activities, including the air sports. The result is the gradual aging of the overall pilot population.

Increasing costs and convenient access to flight activities are often cited as the problem. But, there appears to be another more significant underlying issue which directly relates to the generational differences.

A survey of some fifty articles and studies has provided insight into the generations issue from an United States perspective. There is a consensus that the era that young people have grown up in has shaped their adult role in society.

Four distinct categories within today's general population have been identified. Each has some unique characteristics. The categories are:

- | | | | |
|----|----------------|--------------|-------------|
| 1. | The Seniors | born before | 1945 |
| 2. | The Boomers | born between | 1943 & 1964 |
| 3. | Generation "X" | born between | 1961 & 1981 |
| 4. | Generation "Y" | born between | 1982 & ??? |

Please note: The individual categories described below are general descriptions and must not be viewed as applying to any specific individuals or groups, rather the population as a whole. Also, more emphasis is placed upon the "X" & "Y".

	The Seniors (1945 & before)	The Boomers (1943-1960)
General Outlook	Generally conservative Willing to sacrifice for a cause Believe in public "heroes"	Idealistic, but with an individual orientation
Work Ethic	Very committed to work undertaken	Tend to be hard workers Have pride in self improvement
View of Authority	Comfortable with authority and group discipline	Mixed attitude, but tolerant with existing practices
Approach to Leadership	Rank of position accepted Expect everyone to earn their advancement	Prefers a consensus approach, but accepts more traditional ways
Activity Style	Comfortable within a well defined structure Tends to have a "can do" attitude in approaching challenges	Prefers team/task group approach Measures career success by money earned
Technology Orientation	Slowly accepted as a tool	Adapted to computer use TV becoming a major influence
Approach to Volunteerism	Very civic minded and socially conservative	Have sense of community Actively supports good causes Is involved with volunteer groups

GENERATION "X" PROFILE
(Those Born Between 1961-1981)

General Outlook	<p>Grew up during a period of social turmoil</p> <p>Somewhat sceptical of society & world</p> <p>Has degree of political mistrust</p> <p>Doesn't believe in societal "heroes"</p> <p>Accepts and values education</p> <p>Self reliant and readily accepts change</p>
Work Ethic	<p>A Hard worker, but wants a balance with personal life</p> <p>Prefers challenging work that contributes to humanity Loyal, but wants a degree of autonomy</p> <p>Has entrepreneurial spirit and is self-centred</p> <p>Short attention span in meetings...wants 'information</p> <p>Subject to job "burn out"</p>
View of Authority	<p>Believes authority should be merit based</p> <p>Comfortable in questioning authority</p> <p>Favours fresh approaches to organizational structure</p>
Approach to Leadership	<p>Wants leadership based upon achievement & competence</p> <p>Looks for early leadership opportunities</p> <p>Has "hands-on, get it done" style</p> <p>Somewhat limited trust in elders</p>
Activity Style	<p>Self-reliant, likes to create own approach to a task</p> <p>Expects flexibility with commitments</p> <p>Is somewhat casual, but likes quick results</p> <p>Subject to peer influence and comfortable with task groups</p> <p>Loyal balanced-moves to new job quickly</p>
Technology Orientation	<p>TV has tended to replace reading</p> <p>More oriented to visual and oral information</p> <p>Seeks quick information</p> <p>Effectively uses technology in daily activities</p>
Approach to Volunteerism	<p>Slow to accept traditional civic volunteer activities</p> <p>Accepts "social responsibility" with a limited view</p> <p>Frequently questions traditional activities--looks for "fresh" approaches</p> <p>Is sensitive to liability situations</p> <p>Tends to disregard age differences in activities</p> <p>Takes an in-depth look at an activity and evaluates personal benefit</p>

GENERATION "Y" PROFILE
(Those born after 1982)

General Outlook	<p>Born into a "technological" world</p> <p>Basically optimistic, outlook with strong desire to succeed</p> <p>Culture is a more informal / casual life style</p> <p>Accepts change as a constant ,and takes a global view</p> <p>Not satisfied in just following traditional ways</p> <p>Tends to overlook differences in people</p> <p>Wants education available via non-traditional ways</p> <p>Favours electronic delivery</p> <p>Prefers short term goals</p>
Work Ethic	<p>Energetic worker, but expects quick responsibility and fast advancement</p> <p>Wants less formality and more flexibility & challenge</p> <p>Seeks job assignments that match personal interests (Note: Studies indicate a strong desire to be self-employed)</p> <p>Quick to change jobs is a pattern</p> <p>Wants to feel creative & work to have meaning beyond pay</p> <p>Views personal life equally important to work activity</p>
View of Authority	<p>Questions fixed rules-wants changes to fit situation</p> <p>Generally respectful of authority</p>
Approach to Leadership	<p>Values strong leadership - would like to have input</p> <p>Believes merit & consensus- should determine leaders</p> <p>Has more trust and relationship with elders</p>
Activity Style	<p>Not oriented to "command & control" approach</p> <p>Very self confident & likes to feel creative</p> <p>Has short attention span - likes short term goals</p> <p>Questions everything & enjoys frequent changes</p> <p>Tends to be team oriented in projects</p> <p>Uses technology to customize their environment/schedules</p> <p>Socially conscious, but wants things to move fast</p>
Technology Orientation	<p>Totally comfortable with electronic technology</p> <p>Known to provide assistance to small local businesses</p> <p>Better with images, but reading more than the "X"ers</p>
Approach to volunteerism	<p>Have many options - no clear picture yet developed</p> <p>Known to work well on local civic projects felt to be of community / national value.</p> <p>Tend to value authenticity of activities or causes</p>

"GENERATIONS" - SUMMARY

One can reasonably conclude from the preceding description of the four generational categories that the "Seniors" and "Boomers" represent periods of moderate change with a fairly stable social order.

The "X" and "y" generations, however, have lived in a period of dramatic changes. This is due, in part from the unprecedented development of technology and the expanding options available to young people.

It would appear the challenge facing aviation and the air sport groups is to recognize and accept generational patterns as they exist. A favourable climate needs to be created where young people can be viewed as full members and given a voice in the activities of the organization.

Obviously, this will require strategies to recognize whatever limitations the young person may have and provide a path in which they can contribute to the success of the organization in a meaningful way.

Submitted by:

Raymond J. Johnson
CIEA Secretary