

FIVE GENERATIONS OF EMPLOYEES IN THE AQUATIC FIELD

Hiring and retaining dedicated aquatic staff can be difficult. Pay, training requirements, and early hours can be deterrents. There is also another hurdle to cross. For the first time in history, 5 generations of aquatic employees are working side by side, each with different communication and career development styles. Every generation views the work environment differently and has different priorities.

Challenges of blending a multigenerational workforce include employers doing more to create a successful culture of meaningful teamwork and communication between all generations. No matter the generation, keeping up with industry trends and regulations is vitally important. Different generations require different communication styles. When working with different ages, ensuring employees and managers are “speaking the same language” is critical. How often have you heard, “my Aquatic Manager just doesn’t understand me?”

Furthermore, understanding what motivates each generation can assist with the retention of aquatic staff. Employers who emphasize the need to support work/life balance, for example, create a happier environment for their employees.

No matter the generation of a worker, there are 7 values that matter most to employees:

1. Feeling respected
2. Being listened to
3. Having opportunities for mentoring
4. Understanding the big picture
5. Receiving effective communication
6. Receiving positive feedback
7. Experiencing an exchange of idea

It can be difficult to recruit and retain aquatic staff, but leadership can develop a culture where aquatic staff works in an environment that excels. Do not dwell on differences; move beyond labels and status quo, become a collaborator of people. Aquatic staff want to know they are valued and appreciated.

What you do and how you help your aquatic staff understand the world of work is changing. Your response is vitally important to the success of your team.