



# The new mentors

**A societal shift is taking place around workplaces and in social settings.**

For the first time in history, there are five generations of adults regularly working and socializing simultaneously—Gen Z, millennials, Gen X, baby boomers and the silent generation. This means 20-somethings could be working or hanging out with all ages, including those who are 70-plus.

Multigenerational workplaces may seem like they could be filled with hidden landmines. Each generation has different views. Attitudes about what's inclusive and appropriate have evolved, but it's not all bad. A higher level of productivity happens in an inclusive environment.<sup>1</sup>

**Team performance  
can improve by  
**30%**  
in a highly inclusive  
environment<sup>1</sup>**

**These are perfect environments  
to be a mentor and be mentored.**

## Mentorship has evolved

Traditionally, a mentor was someone who was older and wiser. Perhaps they had years of professional experience in your field of work. They would take you under their wing and support you throughout your various jobs. **In a multigenerational workplace, mentors can go both ways.** These are called reverse or mutual mentorships. Someone with years of specialized experience, institutional knowledge and emotional intelligence may be paired with someone with digital fluency, knowledge of social media or even youth-speak. It's a win-win for both, as you learn from each other.

## Mentorship is not just for the workplace

Lifelong learning helps you remain vital and engaged. Find a mentor who can help you polish up your skills for new hobbies or find new areas to research and learn about.

Developing cross-generational relationships is beneficial for both parties. It gives you the space to be mentored by—and to mentor—people who've walked different roads than you have. Multigenerational connections help foster a sense of community and belonging. They give older people a sense of purpose and help keep them active and engaged. For those younger, these relationships can improve empathy and social skills.<sup>2</sup>

## Find common ground

You will encounter people different from yourself in almost any activity or interest you may have. **Consider:**

- Book clubs
- Writing groups
- Sports and games
- Art and drama groups
- Garden clubs
- Doing volunteer work and more



These bring people of all ages together. As a bonus, younger friends give older peers a chance to role model positive aging and act young and carefree without judgment.

## Friendship and mentorship flourish when it goes both ways on the spectrum of age.

Learn how we can help support you on your wellness journey.  
To sign up or learn more, go to  
**Go.Livongo.com.**

<sup>1</sup><https://hbr.org/2023/01/bridging-generational-divides-in-your-workplace>

<sup>2</sup><https://www.psychologytoday.com/us/blog/the-right-side-of-40/202210/the-case-for-intergenerational-connections>