



Does generation matter?

Every generation has different values in life and work. These differences are very important in the workplace. Most likely, your supervisor was born and raised in a prior generation than you. Your supervisor will probably view your work ethic through the lens of her/his upbringing. For example,

your supervisor may have only recently purchased a cell phone and does not text a lot. You, on the other, may have grown up around cell phones and text a lot. It could be frustrating for your supervisor that your cell phone is a distraction during work and wants you to put your phone away. You might think it is not a big deal because you can send a text in 2 seconds and feel that it does not distract you from your work as you are a champ at multitasking.



Knowing information about the different generations can help you with understanding your supervisor or co-workers better. A better understanding can hopefully lead to a better work environment. **Below is a chart of recent generations and their work values.

	Baby Boomers (1946-1964)	Generation X (1965-1980)	Generation Y or Millennials (1981-2000)
Work Ethic and Values	Workaholics Work efficiently Desire quality	Want structure and direction Skeptical Self-reliance	What's next Multitasking Goal orientated
Work is...	An exciting adventure	A contract	A means to an end
Leadership Style	Consensual	Everyone is the same	Still to be determined (has not been in the workforce long enough)
Interactive Style	Team player	Entrepreneur	Participative
Communication	In person	Direct and immediate	E-mail and voicemail
Feedback and Rewards	Don't appreciate it Money and Title recognition	Asks for feedback Freedom is best reward	Whenever I want it, at the push of a button Meaningful work
Messages that Motivate	You are valued You are needed	Do it your way Forget the rules	You will work with other bright, creative people

HIGHLIGHTED BUSINESS

Having recently expanded into Fort Collins in May of 2013, I.T. Refresh provides e-waste recycling solutions to public and private solid waste facilities, municipalities, businesses, schools, nonprofit organizations, and residents. Social responsibility is a key component to I.T. Refresh's philosophy of completing all electronics dismantling in Fort Collins and ensuring responsible recycling of the resulting components. Although relatively new to Fort Collins, I.T. Refresh has already made a social impact on the area as well. They have donated refurbished computers to the FoCo Café, Boys and Girls Club and 2013 Colorado Flood Relief. I.T. Refresh also recently sponsored an internship for young man working with both SWAP and the Larimer County Workforce Center's Fast Track program. This young man learned about refurbishing computers and safely dismantling electronic waste. He went into the internship with many career interests and came out of the internship steadfast in pursuing a Computer Information Systems degree at Front Range Community College. He also learned much about work ethic through his supervisor at I.T. Refresh, who very much was a mentor to this young man. The young man's brief internship made a huge impact on his life. Thank you I.T. Refresh for your support and wisdom in assisting this young man!

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Dress for success!

SWAP is asking that participants please dress to impress when attending any Job Club "Meet a Business" days. Upon learning about a business, you may find that you'd like to apply for a job. Even though the setting may be informal with the presenting employers, you still need to make a positive first impression. We've had participants hired on after presentations, so realize that as an audience member, the employer is always scouting for new recruits! Our next business presentation is **Mark Culloton** from **Austin's** on **July 15th** from 3:30-4:30 at the SWAP office.



Check out some examples of what to wear to an interview

<http://jobsearch.about.com/od/interviewsnetworking/tp/interviewattire.htm>



CALENDAR OF EVENTS

EVENT	DATE	TIME	LOCATION	CONTACT
Looking for a Job JOB CLUB TOPIC: Interviewing	7.1.14	3:30-4:30	SWAP Office 1630 S. Stover	Tessie Jo Ortega 970.490.3287
Keeping a Job JOB CLUB TOPIC: Customer Service	7.8.14	3:30-4:30	SWAP Office 1630 S. Stover	Jean Greuel 970.490.3286
Meet a Business JOB CLUB TOPIC: Austin's Restaurant	7.15.14	3:30-4:30	SWAP Office 1630 S. Stover	Chris Jobin 970.490.3288
Social/Recreational JOB CLUB TOPIC: Yoga with Tessie Jo	7.22.14	3:30-4:30	SWAP Office 1630 S. Stover	Tessie Jo Ortega 970.490.3287
Social/Recreational JOB CLUB TOPIC: Employment Jeopardy	7.29.14	3:30-4:30	SWAP Office 1630 S. Stover	Jean Greuel 970.490.3286
Looking for a Job JOB CLUB TOPIC: TBD	8.5.14	3:30-4:30	SWAP Office 1630 S. Stover	Chris Jobin 970.490.3288
Keeping a Job JOB CLUB TOPIC: TBD	8.12.14	3:30-4:30	SWAP Office 1630 S. Stover	Jean Greuel 970.490.3286

My First Job..... Tessie Jo Ortega

Ever since I can remember, I have loved to work! Crazy as it may sound, I loved the independence of having my own spending money. I grew up in a rural town without many jobs so my first experiences included mowing lawns and babysitting. These jobs taught me responsibility because I was in charge of making sure I made it to the job and did quality work. Otherwise, I risked losing opportunities. I didn't mind getting dirty, and often had to problem –solve on my own when issues came up. I had to juggle schedules, so I learned how to use a planner to stay organized. These lessons have continuously helped me in every job since then.

Once I was old enough to drive, I worked to earn gas money and to pay for my car insurance. I drove to a nearby town, where I got my first job with a real boss. Not only did I have one boss, I had many! The company I worked for had an owner, a general manager, an office manager, experienced employees, and then there was me. I worked in a rafting office where I answered phone calls and booked rafting trips for people all over the U.S. I had only rafted once before in my life, so I had a lot to learn about the industry. In the beginning, I studied our brochure and asked many questions so that I was prepared for customers. As a newbie, I quickly learned that my job went beyond answering phones—I basically had to do whatever was needed, when it was needed. This included cleaning bathrooms, vacuuming floors, handing out brochures, packing lunches, checking people in, and operating a cash register. You can imagine that I preferred some duties over others, yet I always appreciated the chance to learn and to earn! Through this I gained courage, confidence, and communication because I wanted to please everyone and it was tricky with so many people bossing me around. Eventually, I learned to clarify and prioritize duties and found a happy balance at work.

SUMMER FYI

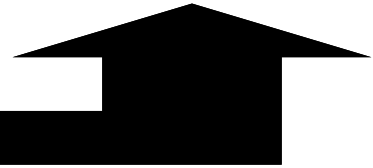
SWAP is open during the summer, however, staff work part time. Someone should be available to assist you everyday minus Fridays. If you try to reach your SWAP Specialist or Coordinator and she is not available, another SWAP team member can help you out! Don't feel as though you have to wait for your SWAP Specialist or Coordinator to be on hand in order for your needs to be met. The contact info for the SWAP team is to the right.



Jean Greuel 970.490.3286

Tessie Jo Ortega 970.490.3287

Chris Jobin 970.490.3288



Student Success Story: **Ashley** is an energetic young lady who considers herself a people person. By the time Ashley graduated from Fort Collins High School, she had interned as a hostess, floral assistant, theatre props assistant, and barista. In her senior year, she won an award for "Outstanding Intern" due to her tremendous follow through of not missing one day of her internships and for her great attitude. Ashley completed a Paid Work Experience (PWE), like an internship, with SWAP at the Winslow with Columbine Health as an Activity Assistant. She really enjoyed interacting with the residents and making their day fun through various activities. Shortly after her PWE, Ashley was hired on at New Mercer Commons with Columbine Health as a Dietary Aide. She now prepares food like salads and desserts, fills specific food requests, serves dinner, and washes dishes. Ashley learned how to be patient with herself as she has high expectations of learning new tasks, quickly. Her new position took a little longer to learn the new tasks and to be fast, as working in a kitchen can be hectic. Ashley is now is used to standing for her 8 hour shift and keeping pace with her co-workers. Her advice for those looking for a job or starting a new job is to keep a positive attitude. Ashley knows that she will have rough days and her positive attitude keeps her coming back with a smile.