

The background features a stylized landscape with a bridge spanning across a body of water. The bridge has several vertical supports. In the foreground, there are dark silhouettes of evergreen trees. The sky is a gradient of blue, with a white circle representing the sun or moon at the top center. There are also some small white dots and faint bird silhouettes scattered across the sky.

# Bridging the Gap: How to Connect with Today's Young Learners

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# Learning Objectives

- Identify relevant characteristics of generation Z learners.
- Describe teaching strategies that may improve the learning experience of pharmacy students who are a member of the new generation.
- Navigate complex precepting scenarios that may be associated with generation Z learners.
- Develop a learning activity geared toward young pharmacy learners.



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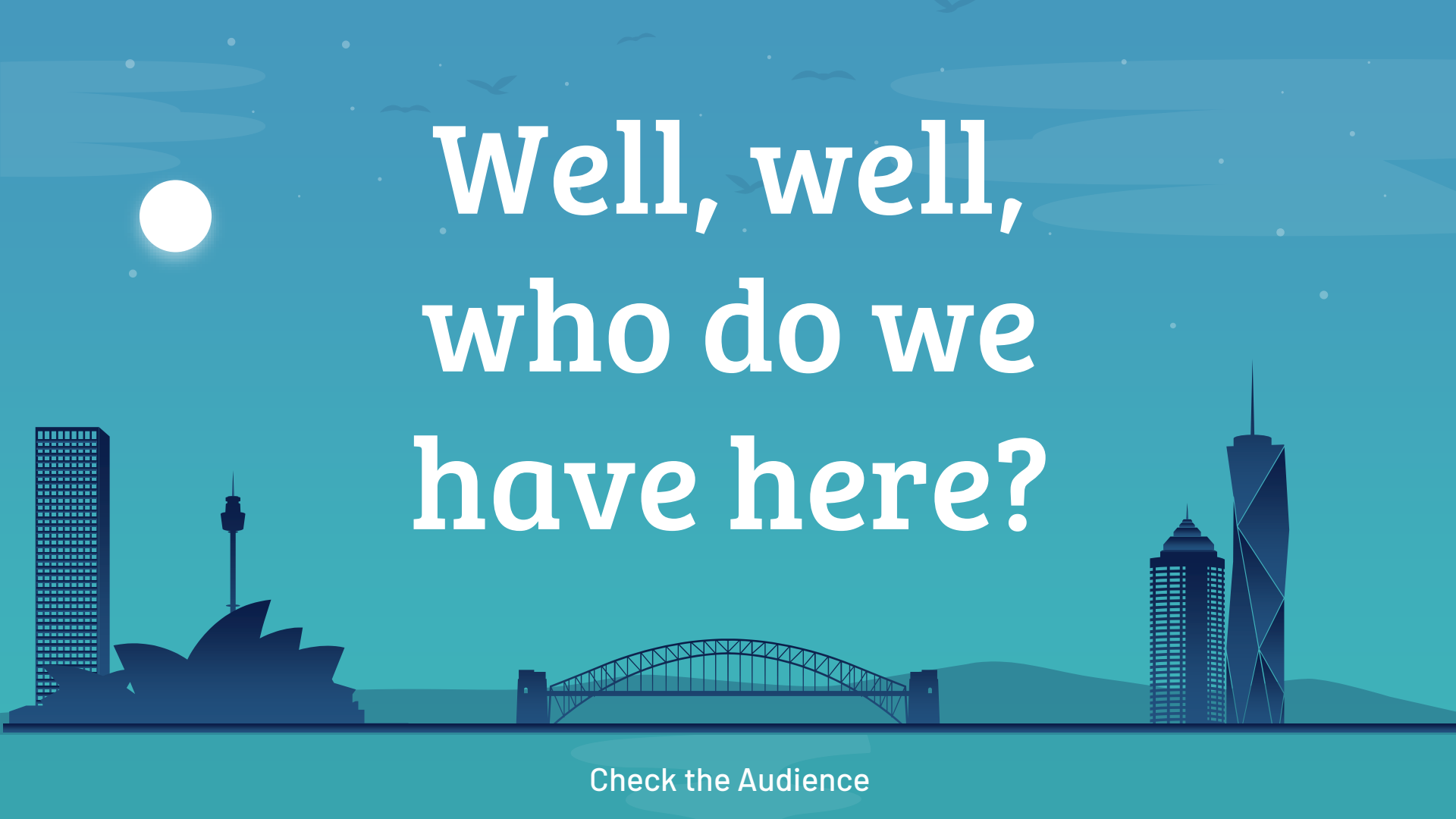
## Challenges

Navigating complex  
precepting scenarios

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## Coming Together

Develop a novel precepting  
activity

The background features a dark blue gradient with a white full moon in the upper left, several white birds in flight, and a dark blue silhouette of a city skyline at the bottom. The skyline includes a grid-like skyscraper, a tower with a spherical top, the Sydney Opera House, a bridge with a large arch, and two other skyscrapers, one with a distinctive diamond-patterned facade. The text is centered in a large, white, sans-serif font.

Well, well,  
who do we  
have here?

Check the Audience

## What generation do you belong to?

The Silent Generation (1925-1945)

0%

Baby Boomers (1946-1964)

0%

Generation X (1965-1979)

0%

Millenials (1980-1994)

0%

Generation Z (1995-2025)

0%

## In what area do you most frequently interact with GenZ?

I precept GenZ students at work

0%

My children belong to GenZ

0%

My grandchildren belong to GenZ

0%

N/A: I am GenZ!

0%



1

# Classics

The generations we know

## TRADITIONALISTS

Dependable | Straightforward

### Shaped by:

The Great Depression, World War II, radio, and movies

### Motivated by:

Respect, providing value to

## GENERATION X

Born: 1965 – 1980

Flexible | Informal | Skeptical | Independent

### Shaped by:

The AIDS epidemic, the fall of the Berlin Wall, the dot-com boom

### Motivated by:

Diversity, work-life balance, their personal-professional interests rather than the company's interests

### Communication style:

Whatever is most efficient, including phone calls and face-to-face

### Worldview:

Favoring diversity; quick to move on if their employer fails to meet their needs; resistant to change at work if it affects their personal lives

## BABY BOOMERS

Optimistic | Competitive

### Shaped by:

Vietnam War, Civil Rights Movement, Watergate

### Motivated by:

Company teamwork

## MILLENNIALS

Born: 1981 – 2000

Competitive | Civic- and Open-Minded | Achievement-Oriented

### Shaped by:

Columbine, 9/11, the internet

### Motivated by:

Responsibility, the quality of their manager, unique work experiences

### Communication style:

IMs, texts, and email

### Worldview:

Seeking challenge, growth, and development; a fun work life and work-life balance; likely to leave an organization if they don't like change



The background is a dark teal night sky with a bright white moon in the upper right. Several birds are scattered across the sky. In the foreground, there are dark silhouettes of a suspension bridge (resembling the Golden Gate Bridge) on the right, a row of evergreen trees in the center, and a dark, rolling hillside on the left. The overall aesthetic is minimalist and atmospheric.

2

# Contemporaries

The generation we may not

# Generation Z



**Short attention span**



**Financially astute**



**Digitally engaged**



**Socially responsible**



**Loyal**



**DEI**



**Independent**



**Pragmatic**

# Learning and Information



## Remote

COVID and  
virtual learning



## Active vs Passive

Simulations and games to  
increase engagement



## Find it vs Know It

Value finding the right  
information fast



## Intra- vs Inter-

Prefer independent  
learning



## Watch vs Read

YouTube videos  
Kinesthetic and visual




## Flexible vs Scheduled

On-demand, self-paced,  
outcomes oriented learning

# Millennials vs GenZ

Theme	Millennials	Generation Z
Learning Style	Collaborative	Independent
Teaching Preference	Blended learning	Less lecturing; more kinesthetic and visual
Communication	Diverse	Underdeveloped in-person social skills
Feedback	Positive, immediate feedback	Honest, immediate feedback
Technology	Savvy	Native
Social Media	Connected	Connected but more privacy cautious
Risk/Financial Views	Risk-takers, idealistic	Pragmatic, cautious



**“It is believed that  
they will prove to  
be an excellent  
workforce.”**

The background features a white sun in the upper left, several birds in flight, and a dark teal mountain range at the bottom. The overall color palette is various shades of blue and teal.

# Vocabulary Test

What generations do you speak?

## Boomer Slang: If someone is "aggro" they are:

Rock-like

0%

Aggressive

0%

Uncharacteristically pimply

0%

Frizzy

0%

## Gen X Slang: If someone is "going postal," they are:

About to get really, really angry

0%

Considering mail delivery as an occupation

0%

Thinking about traveling

0%

Running long distances

0%



## Millennial slang: If something is "extra," it:

Costs more

0%

Smells minty fresh

0%

Is over-the-top

0%

Requires additional experience

0%

## Gen Z Slang: If you have "rizz" you have:

Frizzy hair

0%

A pending prison sentence

0%

Charisma

0%

Risen to the occasion

0%

## Gen Z Slang: If something is "bussin'" it's:

Awesome

0%

Using public transportation

0%

Cleaning tables

0%

Lame

0%



3

# Challenges

Navigating complex precepting scenarios

# Precepting Scenario #1: Where's Waldo?

CT is 25-year-old PGY-1 pharmacy practice resident at your institution. She has just started her first patient-care experience. While she seems like a hard worker while on site, you notice she frequently leaves the site as soon as her patient-care activities are completed, as she prefers to work on projects off site. In your experience, residents spend most of their extra time on site working on projects. While working off site is not usually a problem, you have been frustrated when you have tried to locate her when patient care issues have popped up.



As her primary preceptor, how would you navigate this situation? How could it have been avoided?

# Communication Strategies



# Precepting Scenario #2: Ex Machina

BL is a 25-year-old man who is finishing his clinical rotation with you. He is a good student who demonstrates intelligence and understanding of content. You have noted that he sometimes has typos and grammatical errors in his clinical notes. After turning in his final project, however, you notice the writing seems different than his previous work and his tone is formal, almost like it was written from a textbook.



As his primary preceptor, how would you navigate this situation?

# Technology and AI

- Can be helpful when used appropriately
- **Set standards** for use
- Reinforce use of **reliable** drug information resources
- **Double check** output





# Precepting Scenario #3: Checked Out

It's April, and you notice your pharmacy student is often sitting around, only completing tasks when asked. While he does complete work efficiently, he doesn't make good use of his down time. He has been found engaging on social media during the rotation and you overhear him tell one of your technicians that he is "just doing his time."



As his primary preceptor, how would you navigate this situation? How could it have been avoided?

# Disengaged Students



## Discuss Goals and Motivations

What are the student's goals?  
How can the rotation support these?  
How can rotation engagement benefit the student?



## Frequent 2-way Feedback

Communication goes a long way  
External circumstances may be contributing  
Revisit site expectations and consequences



# What precepting challenges have you had?

Take 3 minutes and share with a small group around you.  
What challenge did you have and how did you respond?



**Difficult, Disengaged, and  
Maybe They Think We're  
Dinosaurs**

Ended Sep 30, 2021  
1.5 credits



The background is a dark teal color with a stylized illustration of a night landscape. In the upper right, a bright white circle represents the moon. Several small white birds are scattered across the sky. In the center, a large, light blue circle contains the white number '4'. Below this, the title 'Coming Together' is written in a large, white, serif font. Underneath the title, the subtitle 'Develop a novel precepting activity' is written in a smaller, white, sans-serif font. The bottom half of the image features silhouettes of a suspension bridge (resembling the Golden Gate Bridge) spanning across a body of water. On the left side, there are silhouettes of evergreen trees and a dark, rolling hill. On the right side, there is a silhouette of a deciduous tree.

4

# Coming Together

Develop a novel precepting activity

# Precepting Ideas



## Games

Jeopardy  
Kahoot  
Olympics



## Media

YouTube  
Podcasts  
Flashcards

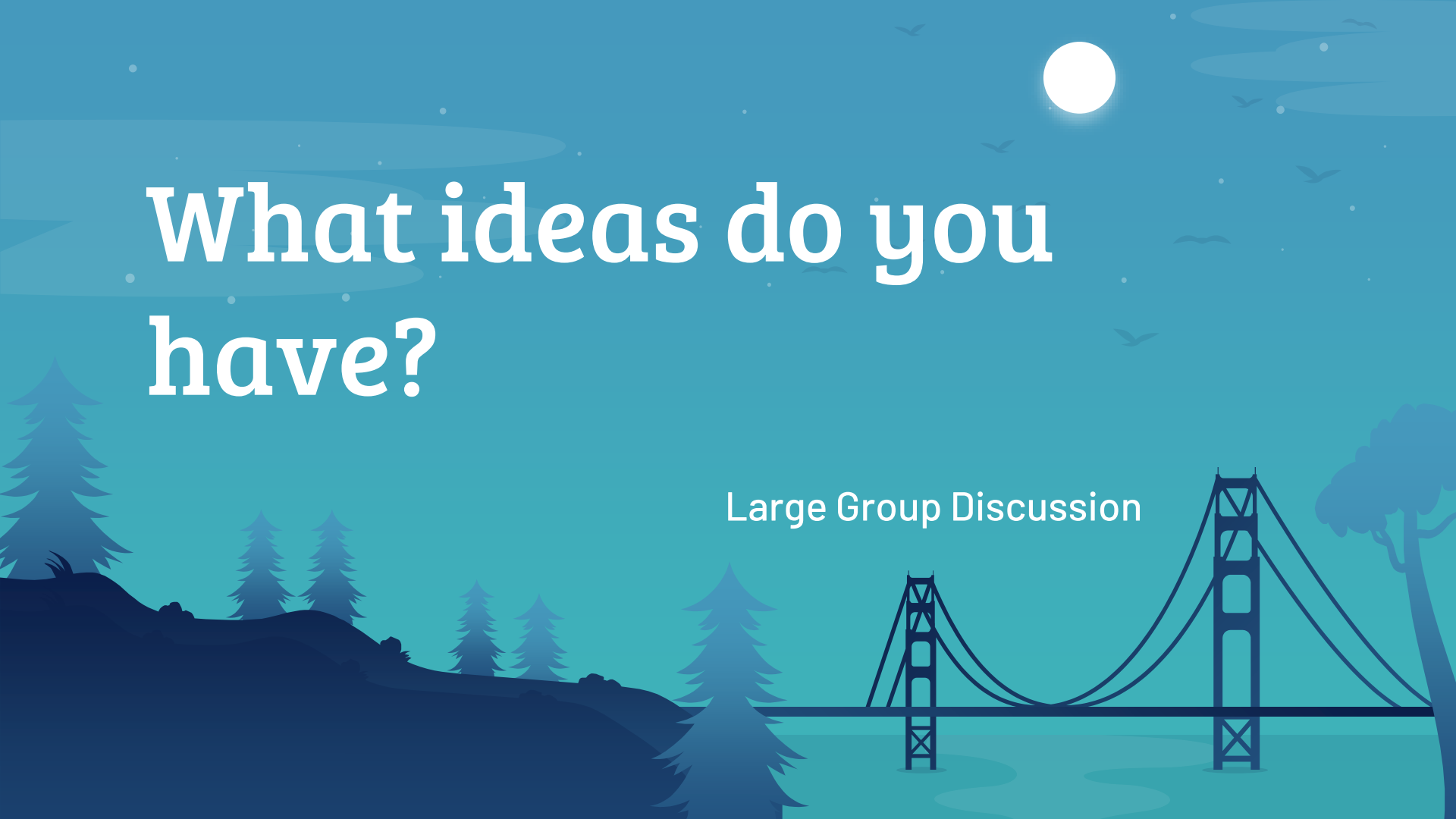


## Role-Play

Observation  
Practice  
Perform

# What ideas do you have?

Large Group Discussion



# Building Bridges



## Mutual Mentoring

Increases communication and benefits both parties



## Respect

Fight ageism and embrace workplace demographic shift



## Common Ground

Identify shared strengths and passion areas



## Culture of Learning

No one knows it all, we can all learn from each other



## Communication

Establish rules of engagement

# Generations: A Biblical Perspective



## Important

Tracking lineage and generational lines was essential

**Matthew 1:1-17;  
Genesis 5, etc.**



## Influential

There is wisdom to be gleaned from those who come before

**Deuteronomy 32:7;  
Job 12:12**

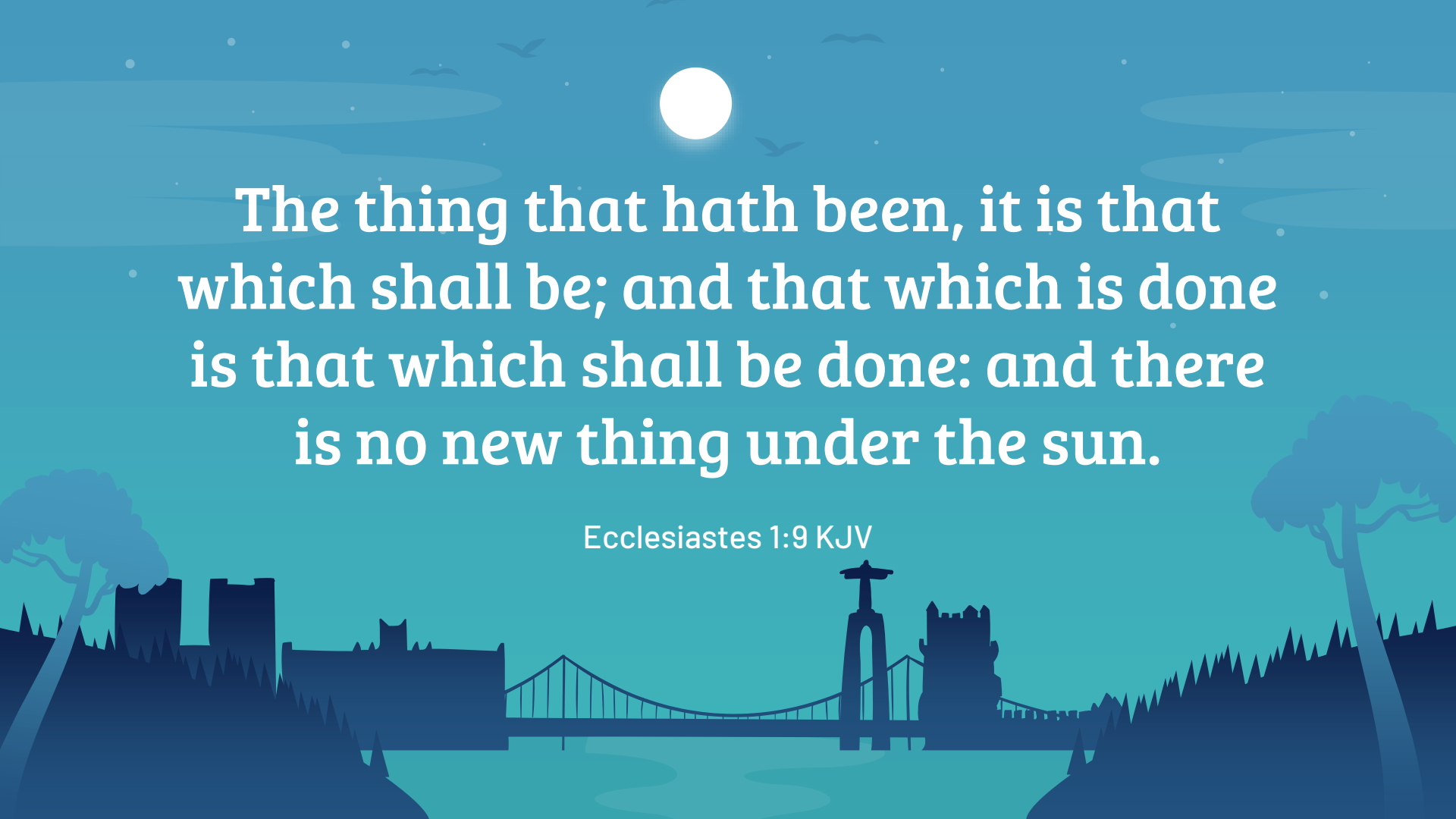


## Infinite

God's promises and love extend beyond our generational gaps

**Daniel 4:3;  
Psalm 119:90**



The background is a dark teal gradient. At the top center is a bright white full moon. Several small white birds are scattered across the sky. The bottom of the image features a dark silhouette of a landscape. From left to right, it includes a large tree, a castle-like structure, a suspension bridge, a tall monument with a figure on top, another castle-like structure, and another large tree on the right side. The overall scene is a stylized, monochromatic representation of a town or city at night.

**The thing that hath been, it is that  
which shall be; and that which is done  
is that which shall be done: and there  
is no new thing under the sun.**

Ecclesiastes 1:9 KJV

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# Thanks!

Does anyone have any questions?

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