

3 on 13

3 things from EP
to make life
better.

MARCH 13 · 2025

Emanuelson-Podas produces the **3on13 Newsletter** on the 13th of every month in the hopes of putting in your hands three things that will help make your life better. Entries may include quotes, reminders, jokes, random recipes, book recommendations, advice, or anything else that might make you think, make you smile, or make you a better, happier human being. **Got something worth sharing? Send it to 3on13@epinc.com**

1 | Morning Mindset

Personal development experts have long touted the value of “getting your mind right” within the first few moments of waking. Here are two questions (adapted from content available in [James Clear’s 3-2-1 Newsletter](#), Feb. 20, 2025) that might help you establish a positive mindset for your day:

1. *Today, am I ready to have more joys than frustrations?*
2. *Am I ready to celebrate others when they have success?*

2 | Generational Smarts

Quick: what springs to mind when you hear the word “millennial?” How about “boomer?” Is it a positive impression? Right. We all have impressions of these and other generations, sometimes formed by personal experience, oftentimes formed by things we’ve heard or have been told.

Here’s the deal: good leaders set aside preconceived notions about generations (or any group, for that matter). Managing a multigenerational workforce requires thought and understanding. In her book [Generations](#), psychologist and researcher [Dr. Jean Twenge](#) urges leaders to look deeper: “When you understand how formative experiences shape each generation, you better understand their decisions, motivations, and values.”

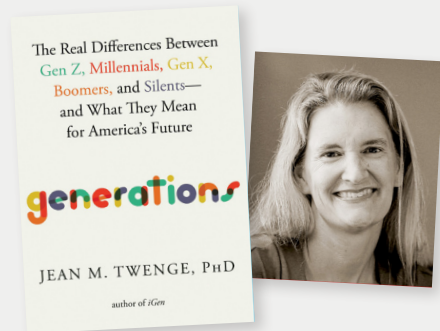
The stereotypes:

- Gen Z (1995–2012):** Antisocial and screen obsessed.
- Millennials (1980–1994):** Lazy and entitled.
- Gen X (1965–1979):** Cynical and disengaged.
- Boomers (1946–1964):** Resistant to change; out of touch.

The reality (according to Twenge):

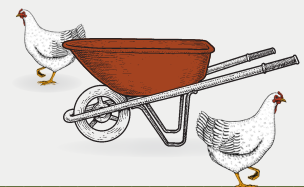
- Gen Z:** Purpose-driven, tech-fluent, and socially aware.
- Millennials:** Collaborative, growth-minded, and adaptive.
- Gen X:** Independent, efficient, and influential.
- Boomers:** Experienced, resilient, and historically disruptive in shaping culture and business.

When you lead with insight instead of assumptions, you can adapt your approach, better leverage the strengths of your staff, and create a more engaged and effective workplace.



3 | Odds and Ends

- It’s time to re-read (and re-debate) “[The Red Wheelbarrow](#).” Why does so much depend on it?
- This Sunday is [Selection Sunday](#) (if you know you know). Time to get familiar with the [Algebracket](#). Come Sunday evening, you’ll be sliding those sliders hither and yon.



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