



# TOOLS FOR THE JOURNEY

## Empowering Masonic Leaders

*Duane A Kemerley*  
INTUITIVE OPTIONS

# Communicating Across

## the Generation Gaps

**Applying Generation Theory  
to Freemasonry**

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## GENERATION THEORY

From GENERATIONS by Strauss & Howe and other resources

**IDEALIST** – A dominant, inner-fixated IDEALIST GENERATION grows up as increasingly indulged youths after a secular crisis; comes of age inspiring a spiritual awakening; fragments into narcissistic rising adults; cultivates principle as moralistic midlifers; and emerges as visionary elders guiding the next secular crisis.

**IDEALIST** leaders have been cerebral and principled, summoners of human sacrifice, wagers of righteous wars. Early in life, none saw combat in uniform; late in life, most came to be revered as much for their words as for their deeds.

John Winthrop (MA), William Berkeley (VA), Samuel Adams, Benjamin Franklin, James Polk, Abraham Lincoln, Herbert Hoover, Franklin Roosevelt

Preachers, writers, Radicals, Publishers, teachers

Principle, Religion, Education

**REACTIVE** – A recessive REACTIVE GENERATION grows up an under protected and criticized youths during a spiritual awakening; matures into risk-taking, alienated rising adults; mellows into pragmatic midlife leaders during a secular crisis; and maintains respect (but less influence) as reclusive elders.

**REACTIVE** leaders have been cunning, hard-to-fool, realists, taciturn warriors who prefer to meet problems and adversaries one-on-one. They include the only two presidents who had earlier hanged a man (Washington and Cleveland), one governor who hanged witches (Stoughton), and several commanders who had led troops into battle (Bacon, Washington, Grant, Truman, and Eisenhower).

Nathaniel Bacon (VA), William Stoughton (MA), George Washington, John Adams, Ulysses Grant, Harry Truman, Dwight Eisenhower.

Entrepreneurs, brigands, industrialists, generals, salesmen

Liberty, Pragmatism, Survival

**CIVIC** – A dominant, outer fixated CIVIC GENERATION grows up as increasingly protected youths after a spiritual awakening; comes of age overcoming a secular crisis; united into an heroic and achieving cadre of rising adults; sustains that image while building institutions as powerful midlifers; and emerges as busy elders attacked by the next spiritual awakening.

**CIVIC** leaders have been vigorous and rational institution-builders, busy and competent even in old age. All of them, entering midlife, were aggressive advocates of technological progress, economic prosperity, social harmony, and public optimism.

Grudon Saltonstall (CT), Robert “King” Carter (VA), Thomas Jefferson, James Madison, John Kennedy, Ronald Reagan.

Statesmen, scientists, economists, diplomats, builders

Community, Technology, Affluence

**ADAPTIVE** – A recessive ADAPTIVE GENERATION grows up as overprotected and suffocated youths during a secular crisis; matures into risk-adverse, conformist rising adults: produces indecisive midlife arbitrator-leaders during a spiritual awakening; and maintains influence (but less respect) as sensitive elders.

**ADAPTIVE** leaders, reflecting a more complicated mixture of passive and aggressive masculinity, have been advocates of fairness and the politics of inclusion, irrepressible in the wake of failure. With exception of Andrew Jackson, all those listed rank among the most expert and credentialed of American political figures.

William Shirley (MA), Cadwallader Colden (NY), John Quincy Adams, Andrew Jackson, Theodore Roosevelt, Woodrow Wilson, Walter Mondale, Michael Dukakis.

Artists, lawyers, therapists, legislators, statisticians

Pluralism, Expertise, Social Justice

- There are two types of social moments: SECULAR CRISES, when society focuses on reordering the outer world of institutions and public behavior; and SPIRITUAL AWAKENINGS, when society focus on changing the inner world of values and private behavior.
- An AWAKENING ERA (Idealists coming of age) triggers cultural creativity and the emergence of new ideals, as institutions built around old values are challenged by the emergence of a spiritual awakening.
- In an INNER-DRIVEN ERA (Reactives coming of age), individualism flourishes, new ideals are cultivated in separate camps, confidence in institutions declines, and secular problems are deferred.
- A CRISIS ERA (Civics coming of age) opens with growing collective unity in the face of perceived social peril and culminates in a secular crisis in which danger is overcome and one set of new ideals triumphs.
- In an OUTER-DRIVEN ERA (Adaptives coming of age), society turns toward conformity and stability, triumphant ideals are secularized, and spiritual discontent is deferred.

*COLONIAL CYCLE*

<u>PURITAN</u>	1584-1614	<u>Idealist</u>
<u>CAVALIER</u>	1615-1647	<u>Reactive</u>
<u>GLORIOUS</u>	1648-1673	<u>Civic</u>
<u>ENLIGHTENMENT</u>	1674-1700	<u>Adaptive</u>

*REVOLUTIONARY CYCLE*

<u>AWAKENING</u>	1701-1723	<u>Idealist</u>
<u>LIBERTY</u>	1724-1741	<u>Reactive</u>
<u>REPUBLICAN</u>	1742-1766	<u>Civic</u>
<u>COMPROMISE</u>	1767-1791	<u>Adaptive</u>

*CIVIL WAR CYCLE*

<u>TRANSCENDENTAL</u>	1792-1821	<u>Idealist</u>
<u>GILDED</u>	1822-1842	<u>Reactive</u>
<u>PROGRESSIVE</u>	1843-1859	<u>Adaptive</u>

*GREAT POWER CYCLE*

<u>MISSIONARY</u>	1860-1882	<u>Idealist</u>
<u>LOST GENERATION</u>	1883-1900	<u>Reactive</u>

<u>G.I. GENERATION</u>	1901-1924	<u>Civic</u>
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Remember Charles Lindbergh landing in Paris  
In youth saw World War I & Prohibition  
In rising adulthood experienced the Great Depression & WWII  
In midlife saw America rise to superpower status  
Rise in the scouting movement  
Child labor was cut in half  
Children began to receive allowances  
First astronauts  
Confident & rational problem solvers  
Do it big & do it together  
Lower rates of suicide and crime  
Higher aptitudes  
Greater educational attainment  
Increased voter participation  
Rising confidence in government  
Experienced the 'American Dream' more than any other generation in history  
Most affluent elders in the 20<sup>th</sup> century  
American Association of Retired Persons has become the largest and wealthiest advocacy organization in the nation

Peers:

John F Kennedy  
Ronald Regan  
Ann Landers  
John Steinbeck  
Robert Oppenheimer  
William Westmoreland  
Walt Disney  
Lee Iacocca  
George Bush  
Bob Hope  
John Wayne  
Katherine Hepburn  
Walter Cronkite  
Billy Graham  
Judy Garland  
Sidney Poitier  
Joe DiMaggio

- Born during an era of depression & war
- Lowest population growth rate in American history (7%)
- Earliest marrying & earliest baby bearing generation
- The arrival of the divorce epidemic
- Rise in careers in helping professions
- Highly influenced by public opinion, Opinion rules
- Institutionalized second guessing
- Entering midlife, fueled a boom market in:
  - Dietary a
  - Exercise
  - Cosmetic
  - Hair repl
  - Relaxati
  - Psychiat

Have not produced a president.

## Peers:

William F. Buckley, Jr.  
Gore Vidal  
Marilyn Monroe  
Dr. Martin Luther King, Jr.  
Sandra Day O'Connor  
Clint Eastwood  
James Dean  
Pat Schroeder  
Walter Mondale  
Jesse Jackson  
Elvis Presley  
Geraldine Ferraro  
Woody Allen  
Phil Donahue  
Abbie Hoffman  
Jack Nicholson  
Ted Koppel  
Barbara Streisand  
Jack Kemp

## ***MILLENNIAL CYCLE***

**BABY BOOMER GENERATION**      **1943-1960**      **Idealistic**

No generation of kids ever got more shots or had more operations

Migrated out of 'established' organizations

Hippies

Turn on - Drop out

Into ideas & causes

The Beatles

The Rolling Stones

Bruce Springsteen

Vietnam War

A time of worsening trends:

SAT begins a 17 year decline

Rise in illegitimate births

Rise in teen unemployment

Rise in crime rate

Sexual revolution

Dual income households

Woodstock

Turned against the 'establishment'

"A generation that when young, trusted nobody over 30, today trusts nobody under 30."

Peers:

Oliver North

Janis Joplin

Angela Davis

Steve Martin

Donald Trump

Gilda Radnor

David Letterman

Jerry Mathers

Jane Pauley

Oprah Winfrey

Patty Hearst

Bill Gates

John McEnroe

Bill Bradley

Newt Gingrich

Dan Quayle

Albert Gore Jr.

Bill Clinton

Disillusioned

Most aborted generation in history

Abandoned

Want a high quality of life

Independent and defensive

Comfortable with change, seek change

High value on relationships

**Tribal**

Give them leadership roles

More sensitive to people

Pluralists and flexible

Pragmatic

Post moderns

Attracted to a group

by being attracted to what's happening in the lives of group members

Process truth better relationally than propositionally

Can be reached by storytelling

Want programs to be rousing

Use fresh methods - video, music, drama, personal stories

Emphasize compassion ministries

Let them fail

Let them lead

The Four D's:

Divorce

Diversity

Day Care

Debt

Felicity Barringer in the New York Times, older Americans are coming to perceive them as "a lost generation, an army of aging Bart Simpsons, possibly armed and dangerous."

Peers:

Michael J Fox, Eddie Murphy, Jon Bon Jovi, Tom Cruise

Michael Jordan, Whitney Huston, Len Bias

Brooke Shields, Mike Tyson, Lisa Bonnet

Mary Lou Retton, Moon Unit Zappa, Gary Coleman, Jennifer Capraiti

Leonardo DiCaprio, Alanis Morissette, Tiger Woods

Alicia Silverston, Peyton Manning, Sarah Michelle Gellar

Kobe Bryant, Brandy, Jennifer Love Hewitt

Chelsea Clinton,

Macaulay Culkin,

Christina Aguilera

Brittany Spears,

Serena Williams,

Anna Kournikova

Jonny Lang

Pulse runs fast

Bombarded by frequent images, in need of continual hits

Remote control, constant change, focus is fragmented

They have eaten from the tree of knowledge

Live for now

Jaded, having been there - done that

Nothing shocks them

Take consumerism for granted

Cyber-suckled community

Process information in narrative images

Their 'BS' detectors are always ON

Had everything handed to them

Don't trust adults

Want intimate relationships

Like large groups

Important religious issues:

Peer Ministry

Bells & Smells

Wesley Class Meeting

Prayer ministry

Peers:

High School Class of 2000

LeAnn Rimes,

Tara Lipinski,

Anna Paquin

Thora Birch, Kirsten Dunst,

Kieran Culkin

Taylor Hanson,

Mila Kunis

Amelia Atwater-Rhodes

Jena Malone,

Mandy Moore

Zac Hanson,

Frankie Muniz,

Brendan Baker

Mary Kate Olsen, Ashley Olsen

Jessica McClure

Haley Joel Osment

Jake Lloyd

Jonathan Lipnicki

Myles Jeffrey

JonBenet Ramsey

Elian Gonzalez

Kindergarten Class of 2000



**COMMUNICATING ACROSS THE GENERATION GAPS:  
Applying Generation Theory to Freemasonry's Future**

Reference List:

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By Neil Howe & Bill Strauss  
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**THE FOURTH TURNING: An American Prophecy**

By William Strauss and Neil Howe  
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