

## ROSY RETROSPECTION



### What is it?

Humans rate events that happened in the past more positively than they do immediately after they occurred.

### How to hack Rosy Retrospection at work

By now, we are all familiar with phrase, "OK, Boomer!" It was created by younger generations like Millennials and Gen Z to remind Boomers that they might be holding on to old ideas.

Today, the US workplace can include employees spanning 5 generations working in the same office, which means there will be lots of conversations where "OK, Boomer" will come up - literally or figuratively! So, if you are Boomer, how do you accept this phrase not as an insult and instead use it as a learning moment? Easy - hack your Rosy Retrospection.

Remember yourself as a 20 year old? You were probably as dissatisfied about the state of things back then as the 20 year Gen Z guy is today. Thinking back, however, nostalgia can sugar coat memories and you may remember the good ol' times. Rosy Retrospection is the biggest heuristic standing between you and "OK, Boomer!"

