Team Awesome Reader Summary

Generational CODES® 3.0+

The Collaborative Playbook to Build Stronger Relationships Across Generations and Expand Human Capacity

by Anna Liotta · Releases on Amazon September 14, 2026

One-Breath Promise

For the first time in history, six generations are active in the working world at once, and most of the friction between them is not personal. It is generational. *Generational CODES® 3.0+* hands you the decoder: how each generation's code got written, what it is protecting, and how to translate across the table so people can finally talk about the actual thing instead of the static between them.

> ***You will see yourself, and the people you work with, differently. Accuracy first. Compassion follows.***

The book runs on one practice, stated in three words: **curious, not furious.** Curious about the world that shaped you. Curious about the world that shaped the person across from you. Curious enough to pause before assuming motive.

How It's Built — 15 Chapters, Four Movements

- **Read the code (Ch. 1–2).** Why a generational code is not the year you were born but the world that was talking to you while you were becoming yourself. The tin-foil story. The Party Test. Who is in the room.
- **Meet the six worlds (Ch. 3–8).** One chapter per generation, Traditionalists through Gen Alpha, each built around the question that generation is silently asking: *Will we have enough? Can I achieve? On whom can I rely? Do I matter? Can I be me? Can I stay human?* Every one closes with an **Around the Table** conversation and a **What We Survived** read-aloud.
- **The framework (Ch. 9–13).** The CODES dimensions at work: Connection (how trust gets built and broken), Development (why feedback lands differently), Experience (where culture becomes real), and Success (what makes work worth it). Each closes with a **Team Activation**: Reflect, Translate, Apply.
- **The mode beneath the code, and the practice (Ch. 14–15).** Neural MODES™: the nervous-system state that decides how much of anyone's best self is available in a room, including Faux Neutral, survival mode in business attire. Then REAL Inquiry™, the four-move practice that turns understanding into generative action.

Thirteen reference cards run through the book, and it ships with a free four-session **Team Activation Workbook** so a team can read it together without a facilitator.

What Makes This Book Different

- **Lived, not lectured.** Anna is number eighteen of nineteen children and grew up inside a six-generation household. Twenty-five years of advisory work in healthcare systems, emergency services, manufacturing, and technology companies supply the rooms.
- **It speaks to every generation, not about the younger ones.** Nobody is the problem. Every code was written by a world trying to keep somebody safe.

- **It goes one layer deeper than generations.** Codes explain what people believe and expect. Modes explain how much of that is available on a given Tuesday. Psychological safety + physiological safety = expanded human capacity.
- **Built to be read together.** The conversations it starts are the point.

Especially Resonant For

- Leaders and managers with people born more than fifteen years apart on one team
- HR, L&D, ERG, and DEI leaders who are tired of generational stereotypes and want something operational
- Founders and owner-CEOs of frontline organizations where the culture runs hot
- Gen Z and Millennials who want to be read accurately instead of labeled
- Gen X and Boomers who want to transfer wisdom without condescension
- Anyone who has ever looked across a table at someone they respect and wondered, *how can you possibly see it that way?*

If You're Writing a Review…

Say what you actually think. A specific four-star review does more than a vague five. Some ways in:

- Name the idea that stuck: the Party Test, the tin foil, Faux Neutral, the two-safety equation, your own generation's question
- Share the chapter that described someone you work with, or the one that described you
- Say who you would hand this book to, and why
- Tell one leader who needs it that it exists

Amazon asks that you mention you received an advance copy — one line like *"I received an advance reader copy and am reviewing it voluntarily"* keeps your review up. If Amazon won't let you post (it blocks close friends and family, and anyone who hasn't spent $50 there this year), Goodreads or a LinkedIn post works just as well.

Next Steps

- Read your advance copy. Start with your own generation's chapter, then the one you find hardest to work with.
- **Monday, September 14:** the book releases. Any time in the two weeks after, leave your review at **GenerationalCODES.com/review**.
- Reading with a team? The free four-session workbook is at **GenerationalCODES.com/workbook**.
- Share it with someone who needs it.

With gratitude, and curious, not furious —
Anna