Millennials in the Workplace

Truths and Misperceptions

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Obama's New Boss McCain vs. Brzezinski

TIME

THE ME ME ME GENERATION

Millennials are lazy, entitled narcissists who still live with their parents

Why they'll save us all

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MILLENNIALS

75% of the 2025 workforce

more MBAs than no degree

30% 25-34s living with family

36% have a tattoo

The Myths: Millennials are:

ↂLazy

ↂEntitled

ↂEndless Need for Praise

ↂSpoiled

ↂUnrealistic Career Goals

ↂShallow

ↂOverconfident

ↂSelfish

The Facts: Millennials…

◌ Grew Up with Technology

◌ Are the Most Educated and Ethnically Diverse Generation

◌ Confident

◌ Were Taught Tolerance of Race/Religion/Sexuality

◌ Are the Largest Living Generation

◌ Experienced "Active Shooter" Drills in School

◌ Created Social Media Phenomenon's like Facebook and Twitter

◌ Raised by Baby-Boomers and Generation X'ers

Misperceptions and Strategies

 "They Don't Like to Pay Their Dues"
  - Pair Menial Tasks with Challenging Ones-Let Them Show You What They Can Do (Myers & Sadaghiani, 2010).
  - Millennials work to live, older generations live to work
  - Careers do not define Millennials
  - Work-life balance- not workaholics (Myers & Sadaghiani, 2010).

Strategies Continued …

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- "They Need Too Much Praise"
  - Provide Clear Directions and Acknowledge Ambiguity

  - Demonstrate Empathy- Remember Things You Wish You had in an Employer

  - Praise is positive reinforcement- it ensures the behavior will be repeated

Disrespect or Miscommunication?

- "They are Disrespectful"
  - The "Seen and Not Heard" or "Do as I Say, Not as I Do" mentality does not sit well with Millennials- or anyone for that matter
  - Instead, try transparency and an open-door policy

- A lack of informal communication in organizations is negatively related to member satisfaction (Pace & Faules, 1994)

- Low levels of communicative support from supervisors in particular is associated with job turnover(Clampitt ,2005)

Flexible Schedules

- "They Want to Make Their Own Schedules"
  - Millennials Have No Problem Answering E-mails and Phone Calls During "Off-Time", Compared to Older Generations
  - Flexible Work Schedules are a Growing Trend Due to Technology (Clements & Todd, 2014; Myers & Sadaghiani, 2010). -Work Smarter Not Harder
  - Project-based careers, working independently as contractors or consultants allow more freedom and choices than before(Clements & Todd, 2014).

Leadership Style

- Autocratic Parenting/Leadership Style: Little or No Team Input
  - Older generations (Ferri-Reed, 2014)

- Democratic Parental/Leadership Style: Encourages Free-Flow of Ideas
  - Millennials (Ferri-Reed, 2014)

- Know the Difference Between Your Style and the Style that Your Workers Need

- Millennials Grew Up Learning How to Collaborate and Work in Teams- Take Advantage of That Attitude

Appearance

Many Millennials have Tattoos and Piercings

Body Art may be viewed as an unflattering and may contribute to discrimination by older generations

Physician   Attorney

Staying Connected at Work

ᘯ Millennials want to stay connected

ᘯ Be clear on internet and phone/device restrictions

ᘯ Be prepared to answer questions as to why phones or internet can't be used

ᘯ This cohort grew up multitasking

Miscommunication

- Questions do not mean disrespect
  - This generation grew up with instant answers, making them more curious and always critically thinking
  - They want to prove themselves

- Formalities are not Familiar to Millennials
  - They want to know where they stand at all times

Bias

ও There are 75 Million Millennials-One Quarter of the U.S. Workforce (Stoever, 2015).

ও Sweeping Generalizations about that many people are very popular right now-unless you're a Millennial
- ও Many articles do not have the data to back up much of what is said about Millennials

ও What Things did Previous Generations Say about Baby-Boomers or Generation Xers?

Conclusion

❧ Questions?

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