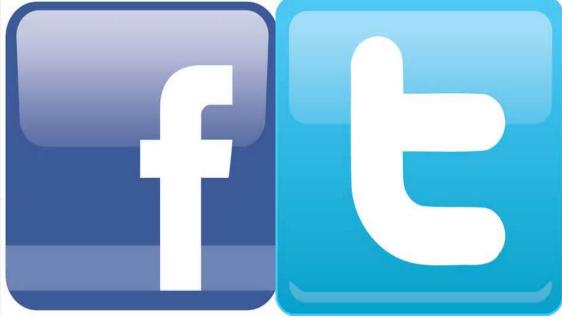
Millennials in the Workplace

Truths and Misperceptions

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75% of the 2025 workforce



36% have a tattoo 30% 25-34s living with family

The Myths: Millennials are:

- **Call** Lazy
- **Entitled**
- **Endless** Need for Praise
- **∝**Spoiled
- **Q**Unrealistic Career Goals
- **Shallow**
- **Q**Overconfident
- **Selfish**

The Facts: Millennials...



- Grew Up with Technology
- **Confident**
- Were Taught Tolerance of Race/Religion/Sexuality

- 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 ...



- "They Need Too Much Praise"
 - Provide Clear Directions and Acknowledge Ambiguity
 - Omega 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)
- Communicative support from supervisors in particular is associated with job turnover(Clampitt ,2005)

Flexible Schedules

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- "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

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

Appearance

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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

Millennials want to stay connected

3 Be clear on internet and phone/device restrictions

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

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

Bias



- There are 75 Million Millennials-One Quarter of the U.S. Workforce (Stoever, 2015).
- Sweeping Generalizations about that many people are very popular right now-unless you're a Millennial
 - Many articles do not have the data to back up much of what is said about Millennials
- What Things did Previous Generations Say about Baby-Boomers or Generation Xers?

Conclusion

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™ Questions?

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