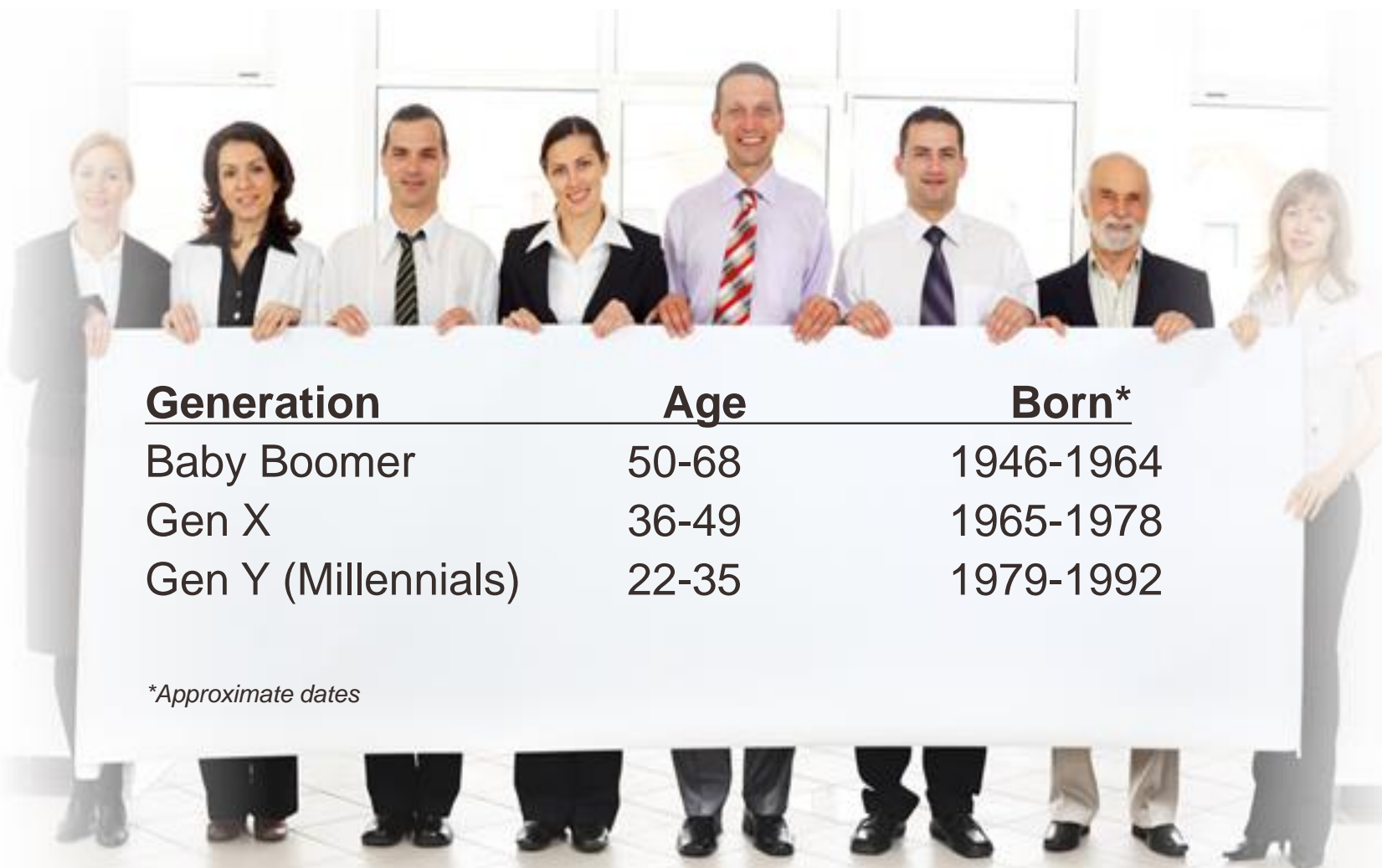




# Millennials in the Workforce

Corey Adams

# Generations in the Workforce



<u>Generation</u>	<u>Age</u>	<u>Born*</u>
Baby Boomer	50-68	1946-1964
Gen X	36-49	1965-1978
Gen Y (Millennials)	22-35	1979-1992

*\*Approximate dates*

# Historical Events & Influences

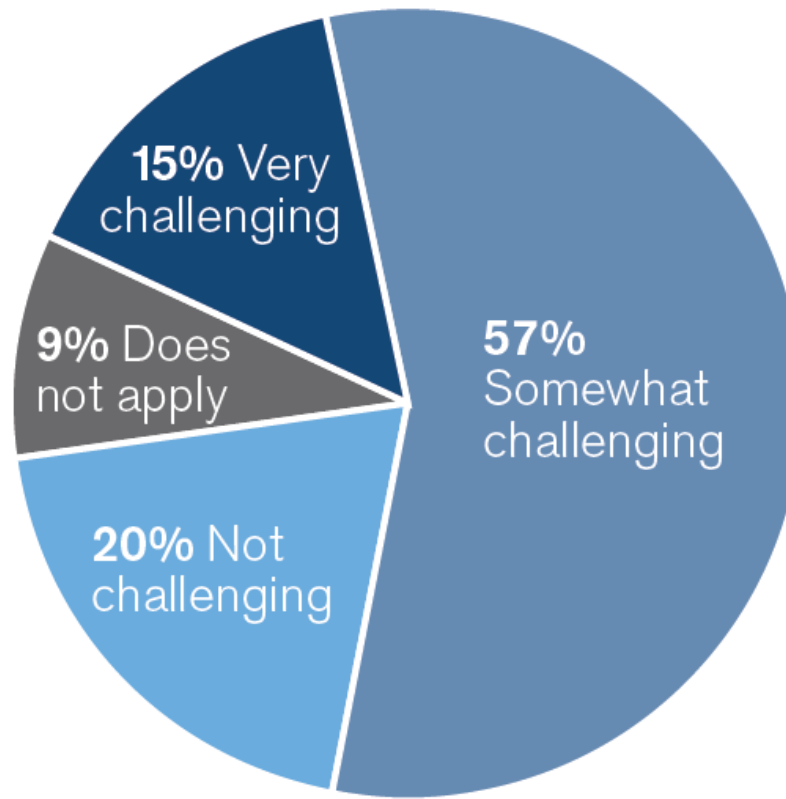
Generation	Baby Boomer	Gen X	Gen Y
Also Known As	<ul style="list-style-type: none"> <li>• Boomers</li> </ul>	<ul style="list-style-type: none"> <li>• MTV Generation</li> </ul>	<ul style="list-style-type: none"> <li>• Echo Boomers</li> <li>• Gen Next</li> <li>• Millennials</li> </ul>
Era – Defining Events	<ul style="list-style-type: none"> <li>• Vietnam War</li> <li>• Civil Rights</li> <li>• JFK/MLK/RFK assassinations</li> <li>• Counterculture</li> <li>• Watergate</li> <li>• Disco</li> <li>• Tape decks</li> <li>• VCRs</li> <li>• “The Graduate”</li> </ul>	<ul style="list-style-type: none"> <li>• Fall of Berlin Wall</li> <li>• Iran-Contra Affair</li> <li>• Gulf War (Operation Desert Storm)</li> <li>• Cable</li> <li>• Satellite</li> <li>• PCs; CDs</li> <li>• First generation on Internet</li> <li>• “The Breakfast Club”</li> </ul>	<ul style="list-style-type: none"> <li>• 9/11</li> <li>• Afghanistan War</li> <li>• Iraq</li> <li>• Columbine H.S.</li> <li>• iPods; YouTube</li> <li>• Facebook</li> <li>• Twitter</li> <li>• European Union</li> <li>• Environmental concerns/global warming</li> <li>• “American Idol”</li> </ul>

# Workplace Characteristics

Generation	Baby Boomers	Gen X	Gen Y
<b>Behavior</b>	Challenge the rules	Change the rules	Create the rules
<b>Training</b>	Preferred in moderation	Required to keep me	Continuous and expected
<b>Learning style</b>	Facilitated	Independent	Collaborative and networked
<b>Communication style</b>	Guarded	Hub and spoke	Collaborative
<b>Problem-solving</b>	Horizontal	Independent	Collaborative
<b>Decision-making</b>	Team informed	Team included	Team decided
<b>Leadership styles</b>	Unilateral	Coach	Partner
<b>Feedback</b>	Once per year, during the annual review	Weekly/daily	On demand
<b>Change management</b>	Change = caution	Change = opportunity	Change = improvement

# Managing a Multigenerational Team

Managers were asked, “How challenging is it managing multiple generations?”



*Percentages in chart do not total 100% due to rounding.*

## Benefits:

- Brings together people of varying experience levels
- Leads to increased productivity
- Allows for greater diversity of project teams

## Challenges:

- Each generation may approach work and work/life balance differently
- Conflicting communication styles
- Different points of view make it harder to reach consensus

# Supervising Millennials

- Constant communication and feedback
- Remove barriers, flatten the hierarchy
- Provide flexibility – rethink face time
- Give them a voice
- Avoid statements like, “When I was your age ...”





- Keep it brief
- Don't emphasize formalities, or process
- Ask questions
- Provide positive feedback
- Phrases to avoid:
  - “This is the way we’ve always done it.”
  - “When I started with the company ...”



# What Matters to Millennials

- Eager for promotions (31 percent)



# What Matters to Millennials

- Most likely to seek other opportunities (36 percent)



# What Matters to Millennials

- Value professional growth and job titles



# What Matters to Millennials

- Offer regular feedback



# What Matters to Millennials

- Empower them to take on new roles





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