Supervising the Millennial Counselor: Tips and Techniques

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Introduction

To Presenter
To Audience
To Topic: Why is this important?
• The Millennial: Who are they?
  a) A Narcissistic Jerk
  b) A Snap chatting, Instagramming, Facebook self branding monster
  c) Someone who “rejects the system” opting instead for parental subsidies
  d) Someone born between 1981 and 2000
  e) Also known as Gen Y
Quote: The Now Generation has become the ME generation

-New York Times
“They have trouble making decisions, They would rather hike the Himalayas than climb the corporate ladder. They crave entertainment, but their attention span is as short as one zap of a TV dial”
-Time Magazine
• Quote: I see no hope for the future of our people if they are dependent on the frivolous youth of today
- Entitled
- Unpolished
- The worst generation
The Sheer Volume of Millennials

- 53-86 million people
- What they have in common is that they are young
- By 2020 millennials will make up 50% of workforce
- By 2025 millennials will make up 75% of workforce
Emerging Adulthood

- Freedom
- Choice
- Change
- Takes place between 18-27
What is the most important factor to you in deciding to take a job?

• #1 Answer: Opportunity for Personal Development:
• Last answer was money as most important

• 2012 (Price Waterhouse Cooper survey)
• Millennial values
• Micromanaging versus autonomy
• Money vs. Meaning
• Do work they’re passionate about for someone they’re passionate about
• Millennial Values
• Transparency
• Flexibility
• Feeling resistant?
• “We didn’t get this type of treatment”
• Millennials who enter the field of addiction counseling
  • Are passionate
  • Liberal minded
  • Have some sort of experience with addiction (personally, with a family member)
• Millennials who enter the field of addiction counseling
• Know a lot about drugs
• Critique the 12 step model
• Understand a lot about the brain
• More open to harm reduction and moderation based techniques
• How to supervise millennials
  – Understand their attention span
  – Understand their connection to technology
  – Understand their need for personal development and professional growth
  – They need a lot of feedback and transparent feedback
  – They need to be supported and encouraged
• How to supervise millennials
  – They need to feel passionate about what they are doing and who they are doing it for
  – They are willing to work hard if they understand the value in what they are doing
  – They have a lot of options in the field, and they want a site
• Training millennials in addiction counseling
  – Coaching and development
  – Flexibility
  – Transparency and purpose in the work we do
  – Millennials want what we all want
  – They are willing to ask for this earlier in their careers and are willing to leave organizations that don’t provide these things
• Reframing millennial values
  – Creative
  – Independent
  – Motivated
  – Free thinker
  – Let’s see the good this group can do for our field!
Questions?

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