



MILLENNIALS IN THE WORKPLACE

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Who are Millennials:

Born between early 1980s - 2000

2016 became largest living generation in US

2020 will be **50% of workforce**
and 40% of US electorate

Parents told them they could be and get whatever they wanted, encouraged independent thing and high participation.

26% move back home to help save to pay off student loans

Workplace Impact:

Prefer highly **collaborative** environment

Need to understand their work has **impact**

Highly value free time – work/life balance, autonomy (when and where to work)

Need to grow based on **competencies**, not time in grade

Distain bureaucracy, ineffective policy, and inefficient processes

How are they Different:

Tech Savvy – computing, search engines, Youtube

Early adopters of **social media** Relationship Challenged

Time magazine called them **“The Me Me Me Generation”** because they want it all. They are known as **confident**, entitled and depressed.

Delayed marriage, children, home ownership, careers

Concerned for social justice, environmental issues, e

Manage/Lead:

Recruit well – comprehensive, authentic, realistic

Adopt a “coaching” style of supervisor with the stated goal of **interdependent relationship**

Fix your performance management systems, especially **annual review** process

Invest in learning, education, training specifically for **soft skills** and **critical thinking skills**

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