

Why we wanted to present on this topic:

I Speak for the Millennials:

Recognizing the Strengths
of your Millennial Students

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Objectives

- Identify common attributes of the millennial generation.
- Propose ways in which perceived negative traits of millennials can be developed into positive attributes.
- Describe tools for interacting with millennials to maximize their potential in the workforce.

Howe and Strauss (2000)

“Each new generation solves a problem facing the prior youth generation, whose styles have become dysfunctional in the new era, corrects for the behavioral excess it perceives in the current midlife generation; and fills the social role being vacated by the departing elder generation.

Quiz Time!
What do you know about Millennials?

Generations

- Veterans 1922-1943
- Boomers 1944-1964
- Generation X 1965-1981
- Millennials 1982-2000

The Danger of Stereotypes

- Special
- Multi-taskers
- Lazy
- Coddled
- Entitled
- Rude
- Blunt
- Over-communication
- Disrespectful
- Needy



What empirical evidence says about Millennials



What empirical evidence says about Millennials



What empirical evidence says about Millennials



What empirical evidence says about Millennials



What empirical evidence says about Millennials



What empirical evidence says about Millennials

Think Pair Share



Parent of the year!

What surprised you from this list of facts?

????????

Just for a moment...



Finding the Strengths of Your Students!

Millennials:
Frustrating Communication Style



Strengths of Millennial Communication

- They value honest feedback.
- Their opinions are no secret.
- They are willing to contribute ideas.

Mentoring Millennial Communication

- ✓ State expectations clearly.
- ✓ Tell them when they cross a line.
- ✓ Model good communication in the classroom and beyond.
- ✓ Remind them of the impacts of social media.
- ✓ Give them feedback. Constructive, useful feedback.

Millennials: Tech-mad multitaskers

- Can we get a picture for this...

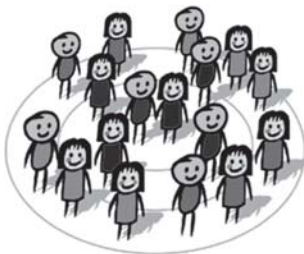
Strengths of the Tech-Savvy Generation

- They learn tech quickly.
- They are often aware of the latest technology.
- They can see how tech can improve productivity and efficiency.

Mentoring Multitaskers

- ✓ Teach the dangers of multitasking.
- ✓ Model good behavior.
- ✓ Demonstrate the benefits of focusing on one task at a time, while making good use of wait times common in lab work.
- ✓ Allow them to use tech in the classroom and innovate.

Millennials: I need a village.



Strengths of this relational approach.

- They really don't want their parents involved.
- They are great at group work. They like being on teams.
- They want to have relationships with people in the work place; and when they do, they are much happier at work.
- They want to work for socially responsible organizations. They want to change the world.

Mentoring Millennials

- ✓ Establish mentoring program for students.
- ✓ Provide community building events.
- ✓ Provide service projects.
- ✓ Use group work in the classroom.
- ✓ Emphasize the importance of their education to their future job.

Millennials: Independent Thinkers



Strengths

- They want work life balance and that's good for everyone (even you!)
- They like a challenge. They NEED a challenge.
- They like to trust and be trusted.

Mentoring

- ✓ Explain the night shift/working the holidays expectations
- ✓ Have a growth mindset
- ✓ Give them some autonomy in project work.
- ✓ Allow them to innovate.

Some simple guidelines:

- Communicate.
 - Expectations, negative feedback, positive feedback
 - Teach them how to communicate.
- Provide mentors or at least explain how to find one.
- Show them the value in their work.
- Be trustworthy.

Final Quiz

References

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