



# **DUDE, WHAT'S MY JOB?**

**MANAGING MILLENNIALS  
IN TODAY'S WORKFORCE**

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## MILLENNIALS VS. MANAGERS

Millennials	Managers
Entitlement	Duty
Individuality	Conformity
Equality	Hierarchy
Explanation	Action

*60% of employers say that their workplaces suffer from tension among generations*

## WHO ARE MILLENNIALS?

- Includes more than 75 million Americans born 1981-2000
- Internet generation surrounded by digital media
- “Special, sheltered, confident, team-oriented, achieving, pressured, conventional”

<b>Assets</b>	<b>Liabilities</b>
Goal oriented	Distaste for menial work
Positive attitude	Lack skills for dealing with difficult people
Technical savvy	Lack of experience
Collaboration	Confidence beyond ability
Multicultural awareness	Impatience

## WHO ARE MILLENNIALS?

Generation	Management Style	Archetype
<b>Traditionalist</b> (1928-1945)	Chain of Command	Loyalty
<b>Boomers</b> (1946-1964)	Rock the chain of command	Idealism
<b>Generation X</b> (1965-1980)	What Command?	Independence
<b>Millennials</b> (1981-2000)	What Chain?	Hopeful

	Millennial Perspective	Boomer Perspective
<b>Traditionalist</b>	Too old to be working	Dad and other mentors
<b>Boomers</b>	Have minds made up, hard working, old hippies	Flexible leaders with lots of wisdom
<b>Generation X</b>	Political gone yuppie	Wannabes
<b>Millennials</b>	Tech-savvy, multitasking, always communicating	Romantic liberals, with piercings and tattoos

# MANAGING MILLENNIALS

## 1 TELL THEM WHY

- Never give a project without explaining the big picture
- Tell them why it's important, even if it seems obvious
- When they can't attend a meeting, offer an explanation
- Give definitive reasons for policies and procedures

## 2 BE INCLUSIVE

- Invite them to team meetings
- Introduce them to key players
- CC them on important emails

## 3 GIVE RECOGNITION

- The more public, the merrier
- A card, movie tickets, or dinner
- A simple 'thank you' makes people feel valued
- Come up with customized benefits

## 4 BUILD RELATIONSHIPS

- Know employees, talk to them, listen
- Ask about their lives outside of work
- Don't assume all your employees want the same thing you want

## 5 COMMUNICATE

- Give feedback early and often
- Be open, honest, and direct
- Meet face-to-face

## **6** OFFER FLEXIBILITY

- Consider flexible hours
- Trust them to work from home
- Provide opportunities to do different jobs

## **7** PROVIDE TRAINING

- Not just technical
- Include leadership training, conflict resolution & communication skills

## **8** GIVE CAREER ADVICE

- Offer opportunities for growth and development according to individual needs
- Show them a way that will allow them to change paths within the same company
- Encourage them to join industry and professional organizations

## ACTION PLAN

Three things I'm going to start doing tomorrow:

1

2

3