

# Multiple Generations in the Workforce

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## Generation Defined:

A segment of a geographically linked population that experiences similar social and cultural events at roughly the same time in their maturation, leading to similar responses by scenario.

- 79.8 Million Millennials (ages 18 - 34) in the U.S.
- Generation X (ages 35 - 50)
- Boomers (ages 51 - 69)

Every new generation that enters the workforce causes stress, frustration, and criticism from the generations already employed

When employing Millennials consider:

- First generation to enter workforce without any expectations of lifetime employment
- Define themselves by who they are when they are not at work
- Acting with a sense of entitlement - “delayed adulthood”
- Depending on Technology for everything (not tech savvy but tech-dependent)
- Immediate response

## What Millennials bring to the workplace:

- Communication Style
- Professionalism
- Want to make a difference

# Three secrets for unlocking the Millennial's talent:

Money isn't the motivator many employers think it is

- Challenges they will likely face their first year on the job
- How you value and celebrate culture
- Environment - Collaborative
- Your organizations mission beyond making a profit

Make their first day on the job unforgettable

- Never start new hire on a Monday
- Arrange a peer-to-peer tour
- Play your card

Motivate millennials by not giving them a trophy

- Quick-hit feedback
- Unpaid time off work
- Turn a strength into an extraordinary talent



MILLENNIALS