

# Millennials

KNOW | COACH | KEEP

## WHO IS YOUR NEW GRAD EMPLOYEE?

Hello I'm a Millennial

By 2020 Millennials will make up half of the workforce.

### 3 MILLENNIAL TRAITS



### MILLENNIALS VALUE...



## TIPS FOR COACHING YOUR MILLENNIALS

### Adjust

Your coaching approach will vary depending on the individual. Consider learning style and their performance level to help you craft your coaching.



### Give Honest Feedback

If your feedback is given with the intention of helping, it can provide positive results, boost morale and transform your new employees to excellent leaders.



### Ask

Asking questions allows new employees to discover answers that are specific to their needs.



### Meet Regularly

Setting a weekly meeting to work on specific skills will help new employees go from good to great and build their confidence.

## WHY FOCUS ON MILLENNIALS?

### Immense

At 77 million, the Millennial generation is

**1 1/2 times**

as large as Generation X and almost equal in size to the Baby Boomer generation

### Intelligent



Millennials will be the most educated American generation

### ...But Inconsistent

The average Millennial will switch jobs

**20 times**

in their lifetime

## CAREER DEVELOPMENT IS THE KEY TO RETAINING MILLENNIALS

A recent study from Gallup has found...

**87%** of Millennials

believe that professional development is very important to them at work



"Opportunities to learn and grow" is one of the top three factors in retaining Millennials

However, only **39%** of Millennials

strongly agree that they learned something new in the past 30 days

### Career Development for Millennials Should Include:



Lessons taught in short chunks



A variety of rich media formats



Self-directed learning



Mobile-responsive lessons

## NEED AN EMPLOYEE LEARNING PLATFORM? WE CAN HELP.

Accel5™ is a micro learning solution that helps employees develop soft skills such as communication, teamwork, leadership, innovation and more. Content can be consumed in minutes -- ideal for busy professionals.

[Visit Our Website »](#)

EBSCO Corporate Solutions  
**accel5**  
Transformative learning in minutes

SOURCES: DeVaney, Sharon A. Journal of Financial Service Professionals, Nov2015, Vol. 69 Issue 6, p11-14. 4p. Document Type: Article. | Caraher, L. (n.d.). Millennials & management: The essential guide to making it work at work. | Gravett, L., & Throckmorton, R. (2007). Bridging the generation gap: How to get radio babies, boomers, Gen Xers, and Gen Yers to work together and achieve more. Franklin Lakes, NJ: Career Press. | Levit, A., & Orrell, L. (2009). #Millennial tweet: 140 bite-sized ideas for managing the millennials. United States: Super Star Press. | Millennials in the Workplace: A Conceptual Analysis of Millennials' Leadership and Followership Styles. (2012). International Journal of Human Resource Studies (IJHRS), 2(2), 71-83. 6. Dill, K. (2015, November 12). Seven Things You (Probably) Don't Realize About Your Millennial Employees. Retrieved from Forbes.com 7. 2010 Pew report, Millennials: A Portrait of Generation Next 5 | Authors: Sabatier, Marielena Source: Training Journal, Mar2016, p14-16. 3p. Document Type: Article | Kaye, B., & Winkle Giulioni, J. (2012, May). Career Development Conversations: Overcoming Myths. TD, 66(5), 30-31. | Review Editors, Harvard Business (2015, May). HBR Guide to Coaching Employees. Document Type: Book Summary. | Phillips, Kenneth R. (1998, March). The Achilles' Heel of Coaching. Training & Development, 52(3), 41. | Lauby, Sharlyn. (2013, Nov). Coaching Costs Less than Hiring New Employees. HR Specialist: Compensation & Benefits, 8(11), 5-5 | Flanagan, James. (2016, Feb). Coaching and Connectivity. Training Journal, 33-36 | Source: Grovo Learning: Coach for Growth & Development; 2016, p1-1, 1p Document Type: Video | How Millennials Want to Work and Live. Gallup, Inc., 2016, pp. 1-21, How Millennials Want to Work and Live.