

Millennials

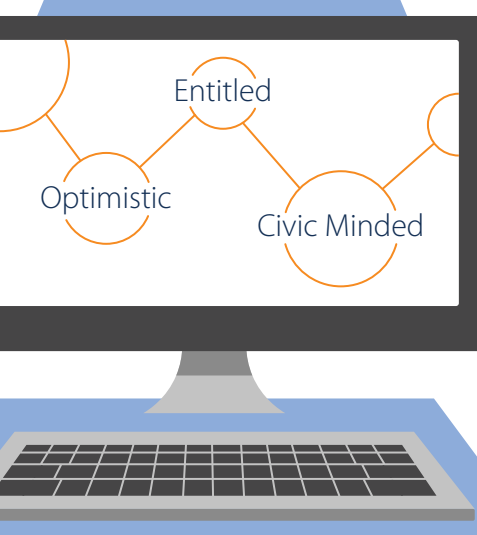
KNOW | COACH | KEEP

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.



Meet Regularly

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

Ask

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

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

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