The Conundrum that is Millennials

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By: Carlos Lozano, Area Vice President

Millennials. That word alone triggers several responses and thoughts – some of which include bewilderment, exciting, driven, lazy, and entitled.

The reality is Millennials are here to stay. In fact, this generational group is growing on a daily basis. It is important we begin to accept and understand this group of future workers and leaders. It’s even more important to understand how to navigate within this generation by learning how to hire and manage them.

In a series of a pair of articles, Sarah Landrum, a writer for The Balance, a finance website, provides good insight into the dos and don’ts of hiring Millennials.

In the first article, “10 Mistakes to Avoid When You Hire Millennials,” Landrum outlines some valuable points on this generation and how to effectively hire them.

According to a LinkedIn report, millennials will make up half of the workforce by 2020, so it’s important to understand and not dismiss this generation, which tends to bring companies youthful, energetic and talented employees. But it’s also just as important to avoid these steps in the hiring process:

- Avoid writing vague job offers
- Avoid charting an unclear career path
- Do not refuse flexible work arrangements
- Do not try to entice them only with money
- Do not disqualify those without necessary skills and experience
- Do not use an excessively rigorous hiring process
- Do not try to keep them away from social media
- Avoid attempting to win them over with corporate buzzwords
- Don’t try too hard to get millennials
- Do not fail to provide post-interview feedback

So now that you’ve hired a candidate from the millennial generation, like the hiring process, you must also take steps to incorporate them into your team, which Susan Heathfield, a writer for The Balance, outlines in “11 Tips for Managing Millennials.”

Hopefully these managerial tips will help with retention over the long-term:

- Provide structure
- Provide leadership and guidance
- Encourage self-assuredness with a “can-do” attitude and positive personal self-image
- Take advantage of their comfort level in teams, and encourage them to join
- Listen to millennial employees – don’t ignore them
- Allow them to multi-task – it’s one of their strengths
- Take advantage of their electronic literacy
- Capitalize on their affinity for networking
- Provide a life-work balanced workplace
- Provide a fun, employee-centered workplace

Millennials are truly desirable employees, and by providing a fun and structured setting, you will be building the foundation of the superior workforce you desire, while developing the future leaders of your company.