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### Working with Millennials: the good, the bad.

How do our thoughts change while working with millennials? Although many say that millennials are our future to success in this world, they do not see how millennials could be hurting us as a whole as well. The main reason why millennials are possibly the toughest generation to handle is because parents are most to blame for their failure ,and how they have raised their children into young adulthood.Working with millennials can be a challenge due to this happening year after year. Now to see how working with millennials can be such a challenge there is three questions to think of: Who is to blame for their failure? Why are they such a tough generation to manage? And how can they be fixed for the better?

When people think of who is to blame for millennials failure many different opinions come to mind. But the three biggest ideas that come to mind when this is thought about are parents/teachers, technology, and the environment that they are in.

An author, speaker, and consultant named Simon Sinek expanded more upon this topic through his video: Millennials in the Workplace. His thoughts on this topic was that he found the main reason why millennials are failing is because of failed parenting strategies. By this he said “Parents are telling their children that they’re special all the time, and that they can have anything in life just cause they want it [sic]” (Sinek). If children are growing up being told constantly that they’re special and that they can have anything just because they want it then later on in life they will come to realization that they’re not as special as they seemed, and that they cannot have anything in life just because they want it. Also, he found that some kids are getting into classes, grades, and getting medals that they have not earned. “ Some (kids) got into honors classes, not because they deserved it but because their parents complained and some of them got A’s not because they earned them but because the teachers didn’t want to deal with the parents” (Sinek). While there are some kids who work constantly and earn everything they have and are in, there are some kids who do not work and get everything just handed to them. Simon Sinek continued on with what happens when kids get medals as well. “ some kids got participation medals, they got a medal for coming in last, which the science we know is pretty clear which it devalues the medal and the reward for those who actually work hard and that actually makes the person who comes in last feel embarrassed, because they know they didn’t deserve it so that actually makes them feel worse” (Sinek). Giving medals out to those kids who know they did not deserve them will make them feel worse and could possibly lead to loneliness and

depression and they will realize that you get nothing in the real world for coming in last.

While parents or teachers are the most to blame for millennials failure, the use of technology by millennials is also to blame. Simon Sinek continues furthermore into his video on millennials by stating that we (as millennials) are engaging with social media because it makes us feel good inside. “We know that engagement with social media and our cellphones releases a chemical in our bodies called dopamine, that's why when you get a text, it feels good” (Sinek). Millennials are growing up in a Facebook/ Instagram world, and in other words we are great at putting filters on things, we lie by showing people that life is amazing even though we could be depressed. And by doing this it makes it seem like we are tough and that we have everything figured out in our lives but the truth is we do not.

Another reason why Millennials are failing is because of the environment that they are in. Sineks last point as to why millennials are failing are because “delt a bad hand”, in other words we are one of the first generations who have to adapt to this new technology right away and deal with the highest stress levels because people around us want to see success and watch us grow into talented, well-educated men or women and some kids now just can not deal with that hovering over them. The need for success and the feeling of stress is coming from previous generations who have done their part to make the world a better place with their special skills each of them brings or brought. In an article written by three research professors’ at Georgetown university expanded their knowledge further into why millennials are failing because of environment. “Enormous declines for young men are due in part to their failure to keep up with the growing skill premium in the labor market relative to young women” (Carnevale, Hason, Gulish). Millennials are struggling to keep up with the skills needed to perform in a workplace which in turn does not earn them money and without any money you can go nowhere in life leading to absolute failure.

Secondly working with millennials can have its challenges because they are a tough group to manage both physically and mentally. Obviously to have a job nowadays certain special skills are needed depending on the type of job that you have, and one of these skills that are needed is being able to multitask. Another two reasons why millennials are tough to manage is because they are entitled, and narcissistic.

According to an author named Jim Heskett at the Harvard school of business many millennials have the ability to multitask but as you walk into any store with millennials working this is not always the case. For those millennials who are able to multitask on the job that is great and is one skill that a lot of employers look for when hiring them, but what about those who have a hard time paying attention and can not multitask as well? Do employers try to adjust to their skills that they have

or just let them go to find someone else better? Heskett found that those millennials who can not multitask as easily still have a chance. “ millennials can multitask through the feedback of their peers” (Heskett). Again, being the generation to deal with the most stress is challenging at times, but that does not mean we cannot deal with multitasking, all we (millennials) need is some help along the way to make sure we are on the right path to being successful.

Most millennials think they deserve everything because they believe they have earned it through working a little bit, but this does not show that they are hard working, this only shows that they are entitled. One reason why millennials are so entitled is because of their parents (or others) telling them that they are special all the time. Once millennials get this idea in their minds thinking their gods little angels who deserve everything, it sticks with them throughout their lifetime as long as someone tells them otherwise. This generation is only worried about making a quick buck and not actually enjoying their careers. But what they do not see is the bigger picture and the bigger picture is that they are not as special as they seem just because they put out a couple hours of work. To knowingly think that they do not have to put work in and get their “hands dirty” to get anywhere in life is just a way of them thinking mainly about themselves and nobody else.

This leads up to the third point as to why millennials are tough to manage...they are narcissistic. Being a generation, growing up in a reality where being put in the center of attention means the world to some millennials. Connecting back to millennials only thinking about themselves, they are a group of individuals who only think about their own personal development rather than seeing and thinking about how they could improve every situation around them. Millennials are a generation where nothing really bothers them unless it's connected back to them and has effects on their emotions. Also, they have this idea where no one has power to control them as to where they go in life, they have no fear of authority. But it's time for some authority to be restored back into the world where, yes, millennials and everyone can have their own thoughts or opinion, but they need to know where their limits are and need to know not to cross over them. And in order for this realization to happen millennials need to be fixed.

Even though millennials are a difficult group to work with, there are several ways they can be fixed to perform better in a workplace environment and make the world a better place.

One way millennials can be fixed to perform better in a workplace is through positive or negative feedback. Most millennials appreciate the feedback that is given to them. According to Kaytie Zimmerman, “Millennials are 50% more likely to want feedback more than regular employees” (Zimmerman). By hearing this feedback be it positive or negative from employers, millennial employees are always learning and growing from their success or mistakes. But this is not always

the case as some employers will let their millennial employees screw up and not tell them what they are doing wrong or say anything to fix them from making even more mistakes, and if they were told what they were doing was wrong then possible self correction will take place to make them perform better.

Another way millennials can be fixed to have better performance in a workplace is by if the employers were to keep a scoreboard of some sort. The article written by Kaytie Zimmerman stated, "If employers use a scoreboard for their millennial employees , self-correction will most likely occur" (Zimmerman). In the "scoreboard" method if employers made it so the job was more of a game then millennials will perform better. If a millennial sees that they're "losing" whether it be in a game for sports or their own job then their more influenced to pick up the work but if their "winning" the millennial will more likely ask for and expect more money given to them or even a promotion.

Lastly, millennials can be fixed if they have some fulfillment in life. Even though it is sad to say there are a good majority of millennials who will go through life like it is nothing important. Again going back to parents, they are the ones the child first learns how to love and how to act properly so if there is a bad relationship between the child and parent(s) then they could treat everyone they're with badly as well. Dr. David Elkind wrote in his book, "The Hurried Child-growing up too fast too soon" more on this concept. "If a child's basic sense of trust is destroyed, they won't see that the world is a safe and benevolent place and the sense that people are well meaning and caring are damaged" (p.186 Elkind). There is a process that new parents do not realize they're doing is actually damaging their child. This idea is called "calendar hurrying" where new parents are unfamiliar with children since it's their first and they basically rush their child through childhood to make them mature faster that way later on in life they are the more hardworking, and competitive ones. And yes, this may sound nice to older generations but they do not see the sociological aspect of it being damaging to the child. Without any fulfillment in their lifetime they will rush through anything and everything just to get it done without having any joy in doing whatever it is that they're doing.

The challenge of working with millennials is a long and painful process that will go on forever until they can be fixed to be like every other generation before them. Millennials failure comes through parents/ teachers, technology, and environment they are in. Also it is a difficult task to manage them because of them multitasking, being entitled, and being narcissistic. Lastly they need feedback, need to see if they are winning or losing, and need some fulfillment in life. In closing it takes the average young worker until the age of thirty nowadays to reach the middle of the wage distribution whereas young workers in 1980 reached that goal by the age of twenty-six, which means the millennials need to get off their

(you fill in the rest) and get back in the game of the world that faces them like every other generation previous to them.