

Bringing Out the Best in Millennial Talent

Presented for ATD by Bruce Tulgan

RAINMAKER **THINKING**[®]

The Top 14 Myths about Millennials

- 1) Millennials are disloyal and unwilling to make real commitments to their employers.
 - They offer the king of loyalty you get in a free market: transactional loyalty
- 2) They won't do the grunt work.
 - They won't do the grunt work, or anything else, if they fear no one is keeping track and giving them credit
- 3) They don't know very much and have short attention spans.
 - They think, learn, and communicate in sync with today's information environment
- 4) They want the top job on day one.
 - They want to hit the ground running on day one, and make an impact.
- 5) They need work to be 'fun'.
 - They want work to be engaging: they want to learn and be challenged
- 6) They want to be left alone.
 - If they care one bit about the job, they want a manager who is highly-engaged
- 7) They want their managers to do the work for them.
 - They want managers who will spend time teaching them how to do their work very well

The Top 14 Myths about Millennials

(cont'd.)

- 8) They don't care about climbing the proverbial career ladder.
 - Their career path will be eclectic, progressive, and developmental
- 9) Money and traditional benefits don't matter to them.
 - Money and benefits are only a threshold issue
- 10) Money is the *only* thing that matters to them.
 - If they are asking for more, what they're really asking is, "What do I need to do to earn more?"
- 11) They don't respect their elders.
 - They do respect their elders, but they want respect too.
- 12) They want to learn only from computers.
 - They need the human element to do their best learning
- 13) It's impossible to turn them into long-term employees.
 - You can turn them into long-term employees: one day at a time
- 14) They will never make good managers because they are so self-focused.
 - They just have to learn the basics of good management and practice

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