

## Conversations With Our Intern for 2015: Three Things to Give Millennials



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August 2015

*I am Hunter Williams, a senior at the University of Arizona. I am studying Literacy, Learning and Leadership through the college of education. I plan to use the degree in a career in adult education and training. I will be a contributor to the newsletter as an intern for Traaen and Associates, LLC. My articles will focus on millennials in the workplace.*

Millennials are beginning to join the workforce after completing their education. Being born anywhere from 1980 to the early 2000's millennials are very diverse. It can be a culture shock beginning to work with individuals with such different values than previous generations. However, it can be simple to understand and respond to the needs of millennials. Tim Elmore, founder and president of Growing Leaders, laid out how to maximize your ROI for young employees.

- 1) Give them time and make them feel valued. Millennials want to feel connected to those around them, so take the time to listen to them and get to know them on a personal level.
- 2) Foster their growth beyond promotions. Become a mentor to your employees building their personal and technical skills. Make their time working for you worth their time.
- 3) Reward them with freedom, freedom in flexible hours, less supervision or more time off. Millennials flourish when they are given a relaxed environment to work in.

In summary, give your millennials a personal connection, opportunities for growth, and a bit of freedom.

*Elmore, T. (2015, February 18). How to Increase Your ROI from Young Employees. Retrieved August 18, 2015.*