

## America's Millennials And Parents At Work

*By Nancy Mann*

Forty million Millennials (individuals born between 1946 and 1964) work in the United States. What are their characteristic traits?

They are brash, narcissistic, impatient, and often disrespectful. Researcher Abby Ellin stated that Millennials are "the 'Trophy Generation'," because they received awards just for "showing up." They prefer that every day on the job be "Casual Friday," and they demand installment of sushi bars, coffee bars and "bistros" at the place of employment.

The previous Boomers sought complex answers to industry's needs. Millennials seek to get rid of all unnecessary or complex answers. They want to "learn as they go." They want to select needed skills. This is contrary to Lincoln's belief – "I shall prepare myself. I shall prepare myself for everything."

They limit seminar attendance, preferring to search for solutions via the Internet, preferring to mix leisure with work-in bars. They are self-promotional, Facebook-orientated and data-driven, less interested in actual face-to-face contact.

They demand sophisticated computers to perform tasks. They don't invest in companies; Millennials state they expect to have 18 jobs in their lifetime. Boomers expect to stay in one place for years, until that last retirement dinner, complete with an awarded gold watch, or a gold plaque, under the glare of countless camera flashes.

Professor Porath of Georgetown observed, "They have needs for respect, but an inability to give it." Professor Twenge, author of "Generation 'Me'," further observed: "There is zero evidence that Millennials are altruistic or selfless."

Millennials often "crisis-manage," which Boomers detest; Boomers remember vividly the world-wide crisis (and brilliant solution) when Apollo astronauts communicated: "Houston, we have a problem."

Though technically savvy, they lack understanding of their value to employers. A Millennial, despondent about the lack of promotion being offered, texted Human Resources... The head of H.R. quickly input the young man's employee number and drew up his work history and e-mail content on her computer (which was instantly analyzed). She arranged a meeting of supervisors, and then she queried him: "How long have you worked here?" He responded proudly, "Two months."

Millennials have been given another class distinction or label by social scientists for this life-stage – "Emerging Adults." Those scientists attempt to understand the ire that they evoke from Boomers. One suggested cause may be the facility with which Millennials grasp the newest technology.

Boomers should therefore remember that Millennials rely heavily on mentors or parents. Adesco Corporation surveyed thousands of college graduates, and found nearly 10% of Millennials brought their parents to job interviews. Yes, their **parents ...**

"Helicopter parents" later lobbied their Millennials' employers, heavily, for the corporations' granting of raises and promotions to their Emerging Adults.

Extended parental involvement is unnatural and doesn't help Millennials "emerge" into anything! Boomers, please trust that the extra math lessons given, the extra science tutoring provided, the science projects completed, and even the trumpet or tango dance lessons given Millennials will stand them in good stead – for life, beyond interviews. Let them "solo!" Parents, Boomers, that was YOUR job.