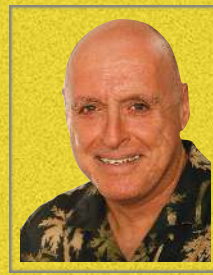


THE EXTRA POINT

BY JERRY ROBERTS



402 9 Ways Millennials are Improving the Workplace

Millennials have been on the wrong side of criticism for quite some time. Some people say they deserve it and even invite it, while others believe that they've been the victims of misunderstanding, I'm Jerry Roberts and today we look at some of the positive factors millennials contribute to the workplace. That's coming next on The Extra Point.

Today, we're talking about the positive impact made by folks in the millennial generation, and we've got Nine ways millennials are making the workplace better.

1. Let's start with confidence. As a whole, millennials are a pretty confident group. They believe in their abilities. Managers who have a clear understanding of their own skills and talents can create the same feeling in the people they supervise.

2. Communication. Millennials know how to utilize multiple communication channels, and they've led a revolution in how workplace teams connect with each other.

3. Innovation. As much as any generation today, Millennials have proven to be highly creative and able to use resources effectively.

4. They are tech-savvy. The majority of startup technology companies are owned and operated by Millennials. Not just that, they have used their skills to introduce technology to others. Many Millennials are early adopters of both hardware and software — and phone apps are a big part of that. A good-sized percentage of other workers have taken advantage of those skills to get a jumpstart on apps and platforms they might otherwise have missed out on.

5. This generation is certainly entrepreneurial. An employer is wise to take advantage of that to spur growth in the organization. It's not uncommon to see Millennials take on projects in addition to their regular job. This could be

classified as their corporate side-hustle. Smart employers engage their Millennial workers on a regular basis, looking for ways to expand the scope of their involvement.

6. They collaborate. Millennials have shown they can play nice with other workers, and that includes across other generations. While they field a lot of criticism and scrutiny over the many negative stereotypes of their generation, they are able to work well with others.

7. Millennials strive for new approaches and new ideas. Perhaps this is what attracts many to startup businesses. A fresh concept, a new wrinkle on technology, that's often the recipe for attracting this age group to our company.

8. They challenge the status quo. In a way this might be a key for why many Baby Boomers easily connect with and work well with their millennial counterparts. Boomers also did things their way and drew the anger of the preceding generations. Here's the thing, if you don't challenge the norms, those norms don't change — and many of them need changing.

9. Millennials are passionate about ethics and social responsibility. They want their employer to feel the same way and to take on an active community role. Being a good corporate citizen is an important issue.

Summing up, Millennials do earn some of the criticisms they get. They also need to hear praises for their positive contributions.

That's The Extra Point. Get out there and make something good happen today. For 93.3 and the Ray Gibson Show, I'm Jerry Roberts.

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