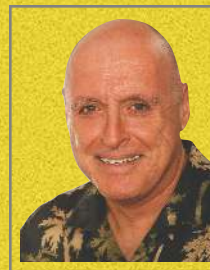


# THE EXTRA POINT

BY JERRY ROBERTS



## # 781 Generation Z is hitting 25 – Now What?

If you're a member of Generation Z, then I'm talking to you today. If you're a Millennial, Gen X, or even a Baby Boomer, then it's for the Gen Z peeps in your life. I'm Jerry Roberts, and if I make any sense with what follows, maybe you'll download and share it with them. We'll see, next on The Extra Point.

The first members of the Generation Z class hits 25 this year. They're full of energy and big ideas, but the realization that being 25 places them as close to 30 as it does 20, isn't lost on many of them. Just like it wasn't lost on every other generation which preceded it.

Hitting 25 makes people think. It's the first milestone where we stop for a moment, look around to see how far we've come since 20, and maybe think about where we want to be at 30. So, in honor of those celebrating with 25 candles this year, I've got some observations that might be of value.

If you're in the same generation but a bit younger, it won't hurt to think a bit about our topic today. If you're a friend or family member of someone in the Gen Z group, you can download and share Extra Point # 781, at [guamtraining.com](http://guamtraining.com).

When I talk with high school and college students, one thing I emphasize is regardless of which employer they choose for their first job, to make sure they approach it just like it's school.

That usually gets their attention, and I tell them what I mean by that is to learn everything possible about the job, and grow some practical working knowledge of how a business operates. Give your employer an hour of work for an hour's pay. It won't go unnoticed.

This is building a reputation as someone who delivers value. It may sound corny to some

people, but that reputation will either earn you a promotion with your current employer, or a better situation with your next. If you're 25 and honestly admit that you haven't done this since entering the workforce, then you can start now.

Commit to improvement. Commit to creating value for your employer. Corporate managers and business owners are waiting for people to step up and make things happen. Let one of those people be you.

If your friends tell you this is a lame idea, that's it's cool to just do enough to get by and then hang out, find out which one of them is going to pay your rent, car payment, and other expenses.

Ask for training, volunteer for projects, and look for a mentor in the organization. If you can't find one there, look outside. Whatever job you hold, own it. Know it like nobody else knows it. Do it so well that if people didn't know better, they'd say you invented it.

It's about that reputation and having the best options every step of the way. Be so good and so valuable to your organization, that your boss starts to worry you'll leave.

It's about this time that some people start thinking I'm just some establishment puppet, spreading the corporate line that everybody needs to work harder, blah-blah-blah.

Two thoughts on that. One, let's say your career so far is nothing special because you haven't been giving it serious, smart effort. The age of 25 is a psychological marker. If you goofed off to an extent in your early 20s, many prospective employers may be willing to look the other way.

(Con't.)

At 25, not so much. What if you follow the current path to 30? How much slack do you think employers will give you then?

Number two, age 25 offers a big advantage. You're still a "kid" in the eyes of many. If you take on a project and things don't work out, it can be somewhat reasoned away because of your age and lack of experience. Hey, it was courageous of you to try.

On the other hand, if you score a win, you'll be hailed as a rising star. "How can someone so young be that good?", they might say.

So, fast-forward to you at age 30. Will you look back to 25 with regrets for what you didn't do over the past five years, or with gratitude and sheer joy that those five years were a powerful investment you made in your future?

Tick-tock, tick-tock, tick-tock.

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

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