

✓ Employer Tip Sheet

3 Things Your Millennial Employees Need (Now)



Employers and recruiters have always had to learn new ways to recruit, engage, and retain employees, but Millennials demand *more*, forcing employers to think twice about how to accommodate the future of the workforce while maintaining their bottom lines.

What Millennial Employees Expect:

✓ **Flexibility.**

Flexible work schedules are the future. Whether it's fluid work hours or the opportunity to work remotely, flexibility in is imperative.

Contrary to popular belief, Millennials are no strangers to hard work. After surviving the most rigorous college curriculums in history, Millennials dive deep into a job hunt in the most saturated market in history, most of them trailing enormous student loan debts, and many of them working multiple jobs, freelancing, or even starting their own businesses.

Millennials understand how to hustle, and they're not afraid of hard work. But in return, they expect a few perks. The flexibility to deal with everyday life during the day and work when they have time or feel inspired is almost invaluable to this generation. The time constraints of the traditional 9-5 work week are being strained, and in many areas, have already broken.

A healthy work/life balance is also critical to millennials, who expect to be able to enjoy their lives: *they work to live*, not the other way around. Watching parents, siblings, and other adults in their lives struggle and ultimately fail to balance the two, millennials are unwilling to follow in their footsteps. It is important that employers view this not as a fault, but as a reasonable expectation of a world that is shifting. Every generation, team, and person has unique priorities and criteria, so pay attention when a millennial asks about the flexibility of core work hours in an interview. They are communicating what they need in order to perform; pay attention.

✓ **Continuing Education.**

A 2016 Gallup poll confirmed what many employers and recruiters had already figured out about Millennials: they job-hop (a lot). Most Millennials that I have had the pleasure of working with in coaching sessions do not deny this. What the data fails to represent is the *why*.

Past generations often found their worth in their work. Millennials often think about what they bring to the table by way of education, internships, varying degrees of life experience, and natural abilities. They are unafraid to leverage those contributions for better learning opportunities. Realistically, Millennials want to help you meet your goals, and they expect you to return the favor by helping them meet their own as well.

Millennials are willing to work hard, but they want to know that there is room to grow and develop. Simply put: when they invest in their job, they want the job to invest in them. Even if you cannot offer a promotion, send your employees to conferences and seminars. Help them make professional connections and review the budget for opportunities to fund industry memberships. Actively finding ways to help your employees grow, develop, and learn will encourage and incentivize them to greater productivity and efficiency.

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✓ Transparency.

The generation of social consciousness, millennials look further than the job opportunity; they also look big-picture at who is providing it. By being transparent throughout the hiring process, employers, recruiters, and job-seekers can save time and hassle for everyone involved.

If a candidate has communicated their goals or needs, and your organization does not align or cannot provide what they seek, then be honest. Maintain this honesty throughout the hiring process, and beyond. Millennials have been marketed to their entire lives, and can spot a filter a mile away (on images and words). When it comes to employer offerings and benefits, job security, work performance, potential for growth, or any other aspect of the job, demonstrate respect and consideration for current and potential employees (regardless of generation) by being honest and transparent.

Millennials *can* handle the truth; it's up to you to share it with them.