

# Debunking the Myth of the Slacker Millennial



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VIRGINIA COMMONWEALTH UNIVERSITY

# Who we are....

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TURN AWARENESS  
INTO ACTION



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# West Grace South Residence Hall



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# Program Requirements

- Curricular:

Course Name	Credit Hours	Semester Taken
UNIV 200 Inquiry and the Craft of Argument	3	Preferred Fall, 1st year in program; Must take and pass before certificate completion. An ASPIRE section is offered but not required. Students who have already completed the course prior to entering the program are not required to re-take the course.
CMST 300 Foundations of Community Engagement	3	Fall, 1st year in program
CMST 301 The Service Seminar	1	Spring, 1st year in program
CMST 400 The Community Engagement Seminar	1	Fall, 2nd year in program
CMST 401 The Capstone Community Engagement Seminar	1	Spring, 2nd year in program



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# Co-Curricular Activities



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# Who is in the room?

- Name
- Organization
- Role of millennials within your organization



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# Objectives

- Participants will learn about the most recent research in millennial engagement and how it impacts volunteer management.
- Participants will share best practices for working with millennials.
- Participants will gain new insights into handling challenges they have faced working with millennials in their organization as volunteers or employees.



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# What is going on in the workplace?

## Four Generations at Work



**TRADITIONALISTS**  
1900 - 1945



**BABY BOOMERS**  
1946 - 1964



**GENERATION X**  
1965 - 1980



**MILLENNIALS**  
1981 - 2000



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# Activity

Draw a picture of a millennial using your own experiences, research you have heard/read, and what the media portrays.

(no words allowed!)



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# What the research says.....

- Millennials are more generous than anybody--84% donated to charity in 2014.
- Millennials are more likely than both Gen Xers & baby boomers to say a job that accelerates their professional development is “very important” to them.



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# What the research says....

- 84% of Millennials say making a difference in the world is more important than professional recognition.
- In 2016, the Millennial Impact Report found that 64% of millennials signed a petition about issues they cared about in the past month, & 36% said they participated in a demonstration.



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# What the research says....

- In 2005, the Family and Work Institute found no difference between hours worked by millennials between ages of 18-22 & Generation X between the same ages.
- In the last 5 years, 87% of millennial workers took on management roles vs. 38% of Gen X & 19% of baby boomers.



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# Why the research matters....



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# Why the research matters.....

## NOT ALL MILLENNIALS ARE ALIKE



Young Millennials  
Age 18-21



Middle Millennials  
Age 22-25



Mature Millennials  
Age 26-30



Gray Millennials  
Age 31-35



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# Scenario 1

It is your first day as a GoodWill volunteer. You've just received your badges & a fellow volunteer asks you why you became a volunteer. As you're explaining yourself, they interject & assume that you volunteered solely for the purpose of "checking off a to-do box on your resume". How do you respond to that person or others who make that assumption?



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# Scenario 2

Suppose that you're the only millennial in a construction workplace mostly composed of an older generation (ex: with Generation X or Baby Boomers). You suggest a different way of using a piece of equipment for the job. Your older coworkers believe you don't know enough about the equipment to make that suggestion. What do you do and what do you say in that situation and others like it?



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# Scenario 3

You are in a weekly staff meeting with your colleagues and supervisor. Your supervisor is asking for feedback on a new initiative that your department is working on. As everyone is checking their notes and chiming in their thoughts you are reviewing notes on your phone. As you are about to speak up the supervisor asks that you pay attention and stop being so focused on your phone during staff meetings. How do you respond in the moment? How do you connect with the supervisor after the fact?



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# Thinking through Challenges....

- Reflect on the most common challenges you face working with young adults in your organization
- Share your challenge with a small group sitting next to you
- Discuss strategies you have used to work through the challenges effectively



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# Advice from a generation...

- Be accepting and willing to try new things
- Allow flexibility with the younger people
- Provide freedom to develop outside interests
- Give regular feedback
- Allow group work or at least the chance to collaborate with other colleagues
- Be empathetic



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# Advice to other millennials

- Listen to the advice of the older generation, even if you don't agree
- Always be respectful of your elders
- It's okay to stand up for yourself, as long as you're professional about it
- IT'S OKAY TO AGREE TO DISAGREE WITH OTHERS



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# In their own words.....

- “Not only being a woman, but a woman of color and also a millennial, I have to work very hard to prove what I have,
- what I know, what I can do... but when you have so many people looking down on you all the time, it’s very tiring...”
- “I personally love being a millennial... I know people use the word millennial as an insult...I feel like we have a voice in what happens in society today...”
- “Sometimes you may not want to speak on certain things.... (An older generation) says that ‘we always used to do it like this’ and you want to put in your own ideas



but they may not take you serious.”  
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# We are....

“Unconventional”

“Embracing”

“Dynamic”

“Bold”

“Actively aware”



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# Questions??



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