

# The Next Generation of Employee by Adam Bidegary

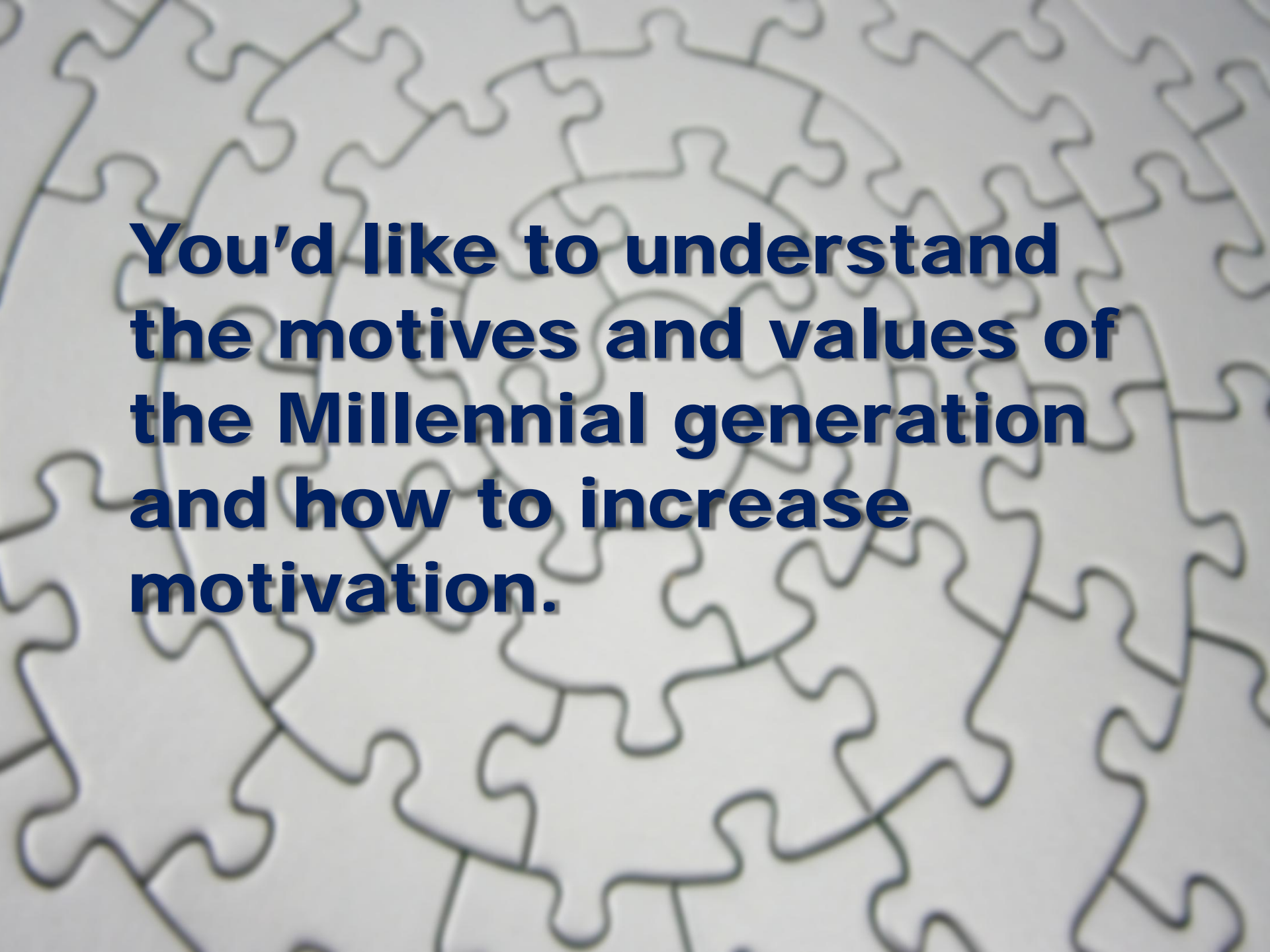


# Passing the torch







The background of the slide features a pattern of interlocking gears. The gears are rendered in a light gray color with thin black outlines, creating a complex, mechanical texture. The gears are of various sizes and are arranged in a way that they appear to be meshing together, filling the entire background.

**You'd like to understand  
the motives and values of  
the Millennial generation  
and how to increase  
motivation.**



# Puzzle Piece 1: Understanding Millennial employees





# Core Values

Clear Expectation

Need guidance

Need to be directed

Told what and how to do a task

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Flexibility

Difficult in healthcare

Matches employee needs

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Feedback

Ensure consistency

Provide constructive feedback

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# Clear expectations and guidance



# Flexibility



# Feedback





# Core Motives

Family/Friends

Social culture  
Diversity  
Entrepreneurial

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Respect

Two-way street  
Feedback  
Responsibility

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Communication

Achievement-oriented  
Humor  
Departmental or organizational culture

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# Family/Friends



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effectively  
source/ful·ly

**resp.** *abbr.* 1. re  
**re·spect** (rĭ-spĕk)  
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of or interferen  
concern. ◆

# Communication





# Skills of the Millennials

## Technology Sophistication

Engrained

Accepted technological change

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## Collaboration

Participatory leadership

Social learners

Accustomed to working in teams

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## Multi-tasking

Polychrones

Handle multiple tasks

Manage complex tasks

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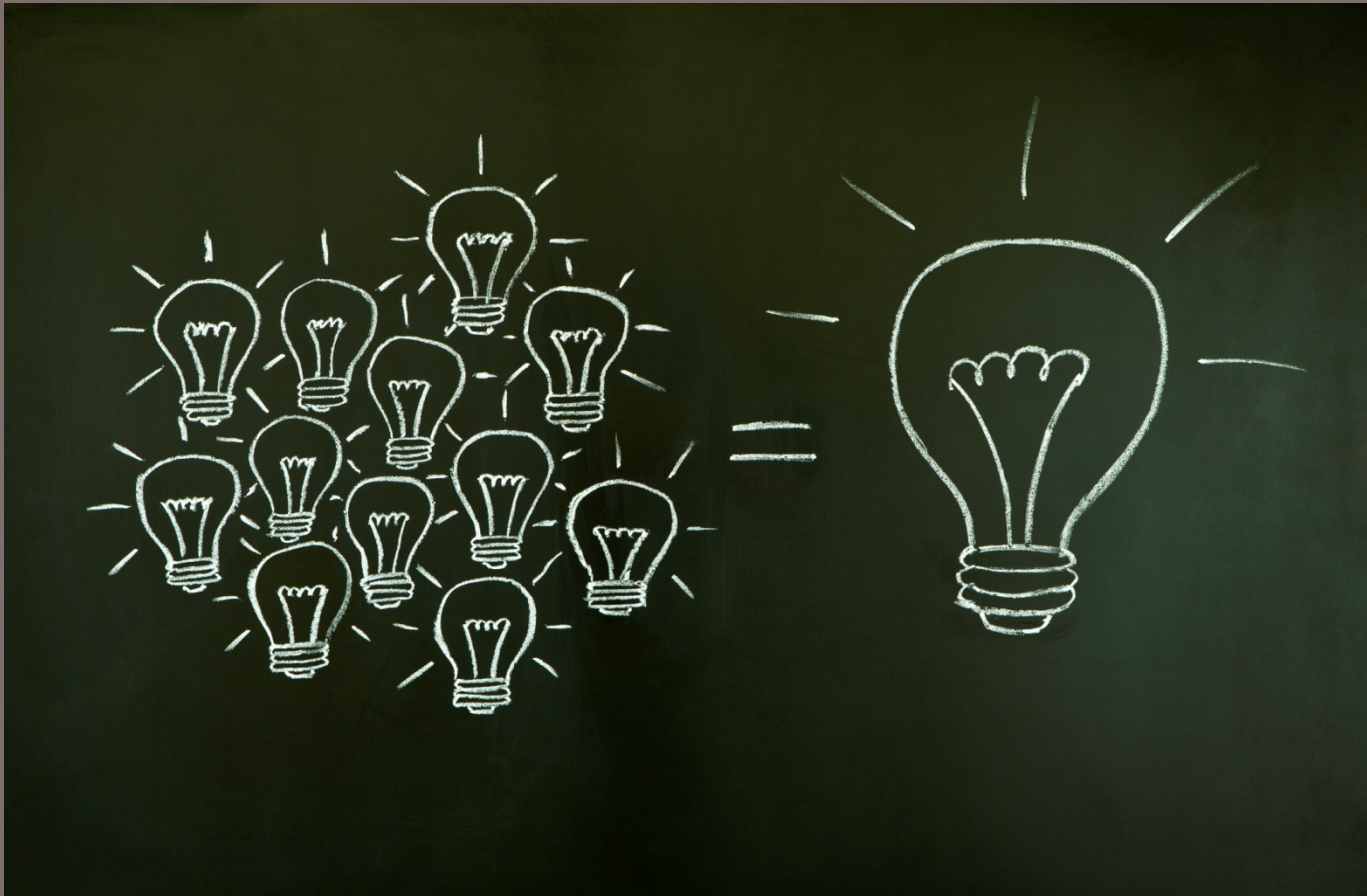




• They are technologically sophisticated



- They seek creative
- solutions through
- collaboration



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# They are adept at multi-tasking



# Puzzle Piece 2: Motivation and Communication





# Motivational Factors

## Intrinsic Motivation

Motivation from within  
Self-determination theory  
Activities motivate

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## Extrinsic Motivation

Motivation derived outside the person  
Rewards motivate

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## Rewards

Equity theory  
Requires clear goal expectations

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# Intrinsic Motivation



# Extrinsic Motivation



# Rewards







# Motivation Theories

## Incentive Theory

Reward based

Requires clear expectations of goal

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## Need Hierarchy

Needs based

Intrinsic and extrinsic rewards

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## Goal Setting Theory

Goal based

Intrinsic rewards

Goal firmly established

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# Incentive Theory



# Need Hierarchy Theory



# Goal Setting Theory



# Puzzle Piece 3: Merging motivation techniques and Millennial values





# Management

## Motivating Millennials

There is no one way  
Each is different  
Relationship building

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## Engagement

Challenges  
Goal-setting  
Drivers

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## Leadership

Hands-on  
Structure and support  
Mentorship

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# Managers can motivate Millennials



# Engagement





# Leadership





# Communication

Style-typing

Understand communication style  
Recognize others' styles

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Style-flexing

Style-typing  
Flex dominant style  
Use strengths to communicate with others

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Individualized

Each person is unique  
Level of comfort  
Participative rather than directing

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Honesty

Judges  
Performance

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Consistency

Clear and specific  
Feedback  
Reassurance

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# Style-typing



# Style-flexing



# Individual level



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# Honest and complete information



# Consistency



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# Motivated Millennials bring to the organization...





# Loyalty



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# Balance in life, physically and culturally



# Increased productivity





# Discussion





Institute for  
Learning

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