The Struggle is Real: #Millennials

Viet Le, Mechanical Engineer
Jacobs
millenials are |
millenials are
millenials are poor
millenials are what years
millenials are killing the
millenials are the therapy generation
millenials are lonely
millenials are snowflakes
millenials are soft
millenials are killing beer
millenials are what generation
THE ME ME ME ME ME ME GENERATION

Millennials are lazy, entitled narcissists who still live with their parents

Why they’ll save us all

BY JOEL STEIN
Millennials?

The generations defined

- **Generated**
  - Born 1928-45
  - Born 1946-64
  - Born 1965-80
  - Born 1981-96

<table>
<thead>
<tr>
<th>Generation</th>
<th>Ages</th>
</tr>
</thead>
<tbody>
<tr>
<td>Generation Z</td>
<td>7-22*</td>
</tr>
<tr>
<td>Generation X</td>
<td>39-54</td>
</tr>
<tr>
<td>Boomers</td>
<td>55-73</td>
</tr>
<tr>
<td>Silent</td>
<td>74-91</td>
</tr>
</tbody>
</table>

*No chronological endpoint has been set for this group. For this analysis, Generation Z is defined as those ages 7 to 22 in 2019.

PEW RESEARCH CENTER
“They switch jobs like they switch shirts!”

Makes up ~40% of the US workforce

Millennial turnover costs US companies $30.5 billion annually
42% of Millennials expect to change jobs every 1 – 3 years
“They’re not focused!”

55% of Millennials are NOT engaged at work
They’re entitled and show no respect!

The children now love luxury; they have bad manners, contempt for authority; they show disrespect for elders and love chatter in place of exercise. Children are now tyrants, not the servants of their households.

-Socrates (469–399 B.C.)
The two most important days in your life are the day you are born and the day you find out why.

-Mark Twain
#1 Meaning

So you want meaningful work?

No work for you!
Core Purpose

To transform lives for the benefit of society.
At the University of Florida, we are a people of purpose. We're committed to challenging convention and ourselves. We see things not as they are, but as they could be. And we strive for a greater impact: one measured in people helped and lives improved.
Mission
To educate individuals to think and act as ethical leaders and responsible citizens in the global community
Millennials who say their jobs are "highly meaningful" are 69% less likely to quit in the next six months.
Best leaders lift people up rather than tear them down.

#2 Inspirational Leadership
“I am laying bricks to feed my family.”
“I am building a wall.”
“I am building a Cathedral for the Almighty.”
#3 Experience

- Approachable boss.
- Dynamic Opportunity.
- Flexibility.
- A sense of belonging.
Questions?

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