Pre-meeting: Generational Info

**Millennial Fast Facts:**
- Born 1982-2000 (US Census Bureau)
- Largest and most diverse generation ever to attend college
- Sheltered and appreciate rewards for participation
- Lack of professional boundaries influenced by socialization
- Need for frequent and immediate feedback
- Surface thinkers; lack critical thinking skills
- Generous and Team Oriented
- Dependent on “how to” specific guidelines
- Pressured to perform
- Desire to Achieve; Confident; Optimistic
- Technologically savvy
- Respectful of cultural differences

**Tools and Tips:**
- Provide praise for work
- Be explicit about “self-rewards”
- Clear instructions and expectation written out – provide a contract
- Daily or weekly learning outcomes / highlights
- Collaborative and cooperative learning – experiential learning with peers, OT, PT, dietary
- Be consistent with feedback, including why you may be pulling back on it
- Provide feedback in various forms
- Incorporate technology – give them a job!
- Exposure to problem solving how to deliver service and get “buy in” from people of different backgrounds