

Why Do Gen Xers and Millennials think they can do your job?

They're ready to take over for the CEO any time now

One common gripe about the Gen X and Millennial employees is that they don't want to pay their dues. They seem completely disinterested in the menial tasks the Boomers had to suffer through to get where they are today. And they want to be judged not by their experience or qualifications, but by their ability to do the job.

Some researchers attribute this to the younger employees' desire to contribute in a meaningful way and to feel like they're being used to their full potential. Others ascribe it to this group's need for instant gratification or to having little fear of authority. At Tribe, we agree with all of the above.

But we also suggest there's another reason these younger employees seem to think so little of their elders. These kids were raised on technology their parents couldn't figure out. Think about it: if you grow up knowing more than your parents about how to work everything from cell phones to computers, then you grow accustomed to feeling superior to the older generation.

Recent proprietary research from Tribe, Inc. with Fortune 100-company Millennial and Generation X employees suggest that these younger employees regard their older colleagues with some disdain, especially where technology is concerned. They seem to see their own comfort with technology as a shortcut to getting more work done faster and as almost a substitute for experience or education. Technology creates "a greater amount of productivity and efficiency," said one respondent in the Tribe study. "As a result, there's a bit of a bottleneck between the younger crowd and the 40 and 50 somethings in management positions who are, in many ways, holding up progress."

How can your company engage the energy of Gen X and Millennials?

Do the Boomers in your organization feel younger employees expect an accelerated rise to success? Do your Gen Xers and Millennials chafe at how slowly things seem to move in the corporate world?

From internal change management to internal communications, Tribe is uniquely positioned to help. We work with large companies to create generational accord through programs and content -- such as historical-cultural perspective books, management training on younger generation work styles and materials that help younger employees understand how their work effects company direction.

Tribe clients include:



Best Practices

TRIBE

Tribe is a corporate culture company working with national and global clients to build internal brands and employee engagement. We develop strategies, messaging, programs and communications to create better business outcomes.

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