

The Care & Development of Millennials

As the leading edge of Millennials become leaders, it matters how organizations interact and develop them.

Millennials are forcing massive change in the world and the workplace, and while change is usually difficult, futurists say we're all going to be better off as a result.

It's very likely that Millennials can quickly help identify 'stupid,' 'boring' and 'repetitive' things that your organization has been doing for a long time. Let them.

What's important to recognize is that Millennials reflect aspects of generations before them, just magnified. As the leading edge of Millennials become leaders, it matters how organizations interact and develop them. They are the perfect leaders for the younger generations. The sooner older generations get better at understanding and engaging Millennials, the sooner the workforce generational melting pot will be simmering up world-changing innovation.

We believe that leading in today's marketplace requires Transformational Leadership, which John Maxwell defines as leaders who affect people in positive ways until their lives are beautifully and dramatically changed for the better. Below is his take on identifying young people who have the potential to develop into strong leaders.

Top 3 Traits to Look For in Potential Young Leaders

1. A Desire to Make a Difference

- Passion is the fuel for everything.

2. Teachability

- A sponge-like desire to grow.

3. Giftedness

- Raw talent.

3 Flaws of Potential Young Leaders to Overlook

1. Idealism

- Better to believe you can win the world than you can't win yourself.

2. Mistakes

- We all make them.

3. Inability to See the Big Picture.

- This is just lack of experience.

3 Flaws of Potential Young Leaders Not to Overlook

1. Entitlement Mindset.

- Everyone must prove themselves and earn respect.

2. Breaking Trust.

- Ethics matter.

3. Devaluing People.

- Leadership gets old quickly without a heart for people.



The Marks of Maturity: A Roadmap for Millennials

To develop maturity in Millennials, model it yourself. Tim Elmore, founder of Atlanta-based Growing Leaders, offers the following checklist of the characteristics of maturity. How well do you measure up?

1. You make and are able to keep long-term commitments.

One key signal of maturity is the ability to delay gratification. Part of this means keeping commitments even when they are no longer new or novel. Mature individuals can commit to continue doing what they said they would do even when they don't feel like it.

2. You are unshaken by flattery or criticism.

As people mature, they come to understand that nothing is as good as it seems and nothing is as bad as it seems. Mature people can receive compliments or criticism without letting it ruin them or sway them into a distorted view of themselves. Mature individuals are secure in their identity.

3. You possess a spirit of humility.

Humility parallels maturity. Humility isn't thinking less of yourself; it's thinking of yourself less. Mature people aren't consumed with drawing attention to themselves. They see how others have contributed to their success and give to honor to their Creator for their talent. This is the opposite of arrogance.

4. You make decisions based on character not feelings.

Mature people live by values. They have principles that guide their decisions. They are able to progress beyond merely reacting to life's options, and be proactive as they live their life. Their character is master over their emotions.

5. You express gratitude consistently.

The more we mature, the more gratitude we can express for both big and little things. Immature people presume they deserve everything good that happens to them. Mature people see the big picture and realize how good they have it compared to most of the world's population.

6. You prioritize others before yourself.

A wise man once said that a mature person is one whose agenda revolves around others, not self. Certainly this can go to an extreme and be unhealthy, but the pathway out of childishness is getting past your own desires and beginning to help meet the needs of others who are less fortunate.

7. You seek wisdom before acting.

Finally, mature people are teachable. They don't presume they have all the answers. The wiser they get, the more they realize they need more wisdom. They're not ashamed of seeking counsel from adults (mentors, supervisors, colleagues) or from God. Only the wise seek wisdom.

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