



generations expert • motivational speaker • executive coach

Generational Guru



# A Quick Guide to Millennials



In 2017  
they are  
aged 18-34

“Loving what I do” is among the top options for job desirability, outranking salaries and big bonuses.

*Each day:*

*They devote 5.4 hours to social media & they check their smartphones 43 times.*



30% plan to leave their job in the next year.



43% said they are open to offers.



91% expect to stay at a job for less than three years.



**81% want more flexible work schedules.**



*They are:  
The most ethnically diverse generation &  
the most educated generation.*



# THE TOP INTERVIEW QUESTIONS TO ASK MILLENNIALS

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MILLENNIALS HAVE SURPASSED GEN X AND BABY BOOMERS AS THE LARGEST GENERATION IN THE U.S. LABOR FORCE. SO HOW DO YOU ASSESS THEIR SKILLS AND ATTITUDES WHILE RECRUITING?

CHECK OUT THESE EXPERT RECOMMENDATIONS.

**Q: Have you ever had to wear a uniform, cover up a tattoo, or work at a time that was difficult for you, like early in the morning or late at night? How did you handle that?**

The candidate's response will give you insight into how they coped with a task that required them to compromise personal style, or conform to standards they disagreed with. Follow up by discussing the most unpleasant aspects of the job, whether it involves grunt work or dealing with rude customers. Someone who still wants the job after hearing the negatives is more likely to last in the position.

**Q: What do you read or listen to every day to get the news?**

The answer to this question reveals the candidate's curiosity and interest in the broader world. Do they read anything beyond BuzzFeed and Twitter?

**Q: What kind of relationship do you expect to have with your boss?**

Millennials may have never had a formal relationship with a boss. This interview question prevents mismatched expectations.

Millennials want people to be friendly with them. Working for you may be the first time they have a relationship with an authority figure they don't perceive as being friendly.

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