

Inclusive Mentoring: Mentoring Millennials

Lewis-Clark State College

The Graduate School's *Faculty Mentoring Guide* suggests that mentors must work to "Understand the diverse factors that influence students' mentoring needs." These factors include, but are not limited to gender, sexual orientation and gender identity, race and ethnicity, age, disabilities, family responsibilities, being from another country, and socioeconomic status.

1. Seven distinguishing traits of the Millennial Generation include the following: they are **special, sheltered, confident, team-oriented, high-achieving, pressured,** and **conventional** (DeCosmo and Harris, 2006).
2. While members of Generation X are described as **independent** and **survival-oriented**, Millennials are described as **sheltered** and **team-oriented** (DeCosmo and Harris, 2006).
3. According to DeCosmo and Harris (2006), Millennials need the "big picture". They "**have ambitions, but no plans or unrealistic plans to achieve them...**[they] also have limited knowledge about their chosen occupations, about educational requirements, or about future demand for these occupations."
4. Millennials get "stressed-out". According to DeCosmo and Harris (2006), "Another characteristic that makes the Millennials unique is the amount of pressure they are under...This pressure on students may result in them becoming stressed or depressed." For this reason, be aware that you can refer students to Student Counseling Services (Reid Hall, Room 111; oslws@lcsc.edu; (208) 792-2211).
5. According to Meister and Willyerd (2010) in the *Harvard Business Review*, Millennials are "the most socially conscious generation since the 1960s."
6. Meister and Willyerd (2010) report that the top five characteristics that Millennials want from a boss, manager, or mentor include the following: 1. Help in navigating career path; 2. Straight feedback; 3. Coaching; 4. Financial sponsor of formal development programs; 5. Comfort with flexible schedules.
7. Meister and Willyerd (2010) also report that the top five characteristics that Millennials want to learn include the following: 1. Technical skills; 2. Self-management techniques; 3. Leadership; 4. Industry knowledge; 5. Innovation strategies.