

## Millennial Learner Characteristics, Strengths and Potential Opportunities

Pedagogical Research

	<i>Characteristics</i>	<i>Strengths</i>	<i>Potential Challenges</i>
<b><i>Their Self View</i></b>	<b>Special</b>	Believe that they can solve the future's problems Believe in community/social responsibility	May need to be coddled May require individual help/engagement/more time Me oriented/customized service Require reciprocal actions
	<b>Confident</b>	Can provide challenging tasks Bring positive attitudes	Hesitant to face realities Sometimes come across as arrogant
	<b>Pressured</b>	Want to do well, because they feel like they have to Tend to be on time	More opportunity for cheating Want information quickly
<b><i>Their Needs</i></b>	<b>Conventions</b>	Value institutions OK with institutional authority Can leverage parental authority Can apply general rules if they're objective and transparent	Are risk averse, Respond better individually or in teams v. the whole class Conservative tendencies
	<b>Shelter</b>	When done, grading disputes drop Still have variation in performance	They need to feel safe Have difficulty with ambiguity, more detailed instructions
	<b>Achievement</b>	Want to do well Can provide challenging tasks Can set specific goals Very comfortable with tests	More opportunity for cheating They've been taught to the test
<b><i>Their Talents</i></b>	<b>Team Oriented</b>	Work well in teams, peers can aid in creating pressure to perform Can make use of social networks	Do not think as well individually Difficulty knowing what plagiarism is Group projects still have challenges
	<b>Tech savvy</b>	Math and science skills are strong Comfortable with new technology	Verbal skills are weaker Rely on unreliable resources on the internet
	<b>Multi-taskers</b>	Can be assigned work simultaneously	Short attention spans Difficulty with critical thinking
	<b>Divers(ity)</b>	Comfortable with a variety of team members and environments Bring a variety of perspectives	

\*Millennial learners are those 28 and under as of 2008 (Born between 1980 – 2010)

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Associate (Mentee) Analysis Worksheet

	<i>Characteristics</i>	<i>Strengths</i>	<i>Potential Challenges</i>
<b><i>Their Self View</i></b>	<b>Special</b>		
	<b>Confident</b>		
	<b>Pressured</b>		
<b><i>Their Needs</i></b>	<b>Conventions</b>		
	<b>Shelter</b>		
	<b>Achievement</b>		
<b><i>Their Talents</i></b>	<b>Team Oriented</b>		
	<b>Tech savvy</b>		
	<b>Multi-taskers</b>		
	<b>Divers(ity)</b>		
<b><i>Other</i></b>	<b>Others?</b>		

## Tips for Mentoring the Millennial Learner

1. Analyze your associate (Sp) against Millennial characteristics (use the worksheet for analysis)
2. Identify expectations immediately and resolve differences (Sp; Conf; Pr; Sh)
3. Show them how they will get an authentic experience and how it will impact their future success (Sp; A)
4. Give them stretch goals (Sp; Conf; A) but create a safe environment
5. Basic structures (Conv; Sh); rubrics if possible
6. Performance objectives (Sh; A)
7. Give tools they need (Sh; Team; Tech)
8. Leverage their “talents” whenever possible
9. If all fails, use authority (Conv) and performance evaluations (A)





## MILLENNIAL LEARNER RESOURCES

### Research and Articles:

Carlson, Scott. (2005). The net generation in the classroom. *The Chronicle of Higher Education*, 52(7).

Coomes, Michael D. & DeBard, Robert . *Serving the Millennial Generation: New Directions for Student Services*. Jossey-Bass.

CTLE. (2007). The millennial learner. *The Journal of the Center for Teaching & Learning Excellence at the University of Utah*, 9(1).

Hira, Nadira A. (2007). Your raised them, now manage them. *Fortune*, 155(10), May 28, 2007:38.

Howe, Neil & Strauss, William. (2007). *Millennials go to College: Strategies for a New Generation on Campus* (2e). Life Course Associates.

Howe, Neil, Strauss, William, & Matson, R. J. (2000). *Millennials Rising: The Next Great Generation*. Vintage.

McGlynn, Angela Provitera. (2005). Teaching millennials, our newest cultural cohort. Edigest, [www.edigest.com](http://www.edigest.com), December 2005.

Wilson, Maureen E. (2004). *Teaching, learning, and millennial students*. New Directions for Student Services, 106(Summer): 59-71.

### Internet Sites:

1. Associated Colleges of the South:  
<http://www.colleges.org/newmodels/index.html>
2. Get the Millennial Learner to Focus on Learning Instead of Grades - It May Be Easier Than You Think! [www.celt.lsu.edu/CFD/E-Proceedings\\_05/McGuire-edit.pdf](http://www.celt.lsu.edu/CFD/E-Proceedings_05/McGuire-edit.pdf)
3. University of Michigan - <http://fod.msu.edu/OIR/Learners/millennial.asp>
4. For Rubrics - <http://www.tcet.unt.edu/START/instruct/general/rub>

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