



## RAPA Conference 2018

Old Dogs New Tricks, or  
New Dogs Old Tricks?

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## About Me:

- Not a Millennial, or a Boomer
- Adult Learning & Instructional Design
- Publisher of learning material for millennials
- Gas Station Attendant 1993-95
- Part-time Stand-up Comic

# Millennial Job Interview







**But What if We're  
Wrong?**

# Bruce Pfau - corporate H.R. advisor and KPMG partner

"A growing body of evidence suggests that employees of all ages are much more alike than different in their attitudes and values at work. To the extent that any gaps do exist, they amount to small differences that have always existed between younger and older workers throughout history and have little to do with the Millennial generation per se."



# What Are Millennials Looking for at Work?

- Meaning and purpose in their work
- Regular feedback from their bosses
- Career development opportunities in companies that will invest in them
- Recognition for doing good work
- Freedom to make their own choices

Is this so different?

# Is There Anything Positive About Millennials?

- Adventurous
- Ambitious
- Confident
- Conscious
- Collaborative
- Educated
- Idealistic
- Independent

- Motivated
- Multi-Tasking
- Open-Minded
- Passionate
- Polite
- Problem-Solving
- Tech-Savvy
- Trailblazing

What else?





# CULTURE

**RGAX**

# INNOVATION



# ONBOARDING



# CAREER ADVANCEMENT



# LEADERSHIP DEVELOPMENT



# EMOTIONAL INTELLIGENCE TESTING



