

Generation Generalization

Don't Attempt to Understand a Generation, Understand the Individual

As the Millennials enter the workforce, employers are scrambling to figure them out. What do they like and dislike? What are their goals? What motivates them? But when you attempt to answer these questions, generalization isn't effective. Each person is unique and it is the understanding of what makes them an individual that will make or break your talent management.

For many, this new workforce may be hard to communicate with and understand. The differences between the Millennials, the Baby Boomers and everyone in between create struggle for many co-workers. This situation solidifies the increasing need for effective communication in order to ensure positive relationships that will benefit the company. It often takes time to really get to know an employee and discover their true character, yet you may not have much time before they walk down the street. It doesn't have to be that hard or take that long to understand and appreciate your employees.

We specialize in solutions that uncover the behaviors and motivators that make each individual unique. By understanding your own behaviors and motivators, then appreciating the behaviors and motivators of others, anyone, regardless of their generation, can increase effective communication, making a significant impact on the success of the company.

Don't Take Chances With the Next Generation!

Implement Research-Based Solutions Today!

Target Training International (TTI) published the above article in the online newsletter entitled *People Energizing People* – Issue 5. Myron Radio of The R Group is a licensed and certified distributor of TTI assessment tools and instruments. For more information contact Myron at mradio@The-R-Group.com or call (703) 476-5575.