

# Millennials in the Classroom

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# Objectives

- Understand generational differences and Millennials' motivations
- Generate ideas for pedagogical innovations
  - What can students be doing in each class session?
- Make your life easier

# Agenda

- Review of generational differences
- The Millennial worldview
- Brainstorm: How would this influence our ownership of the student classroom experience?

# Generational quiz

- What are your assumptions of what is normal and what is new?

# Generations

- “Matures” b. 1925-1945 39M
- Baby boomers b. 1946-1964 78M
- Generation X b. 1965-1979 62M
- Millennials b. 1980-2000 92M
- ? b. after 2000

# “Matures”

- Work hard, do a good job
- Dedication, sacrifice
- Respectful of authority
- Loyal to the big company
- Motivation = security

# Baby Boomers

- Defined by work
  - Long hours – together (face time)
- Desires visible success (office, trophies, plaques)
- Optimistic
- Motivation = Personal fulfillment

# Generation X

- Question authority
  - Pillars of society fell
  - No shared heroes
- Self-reliant
  - Saw the end of lifelong employment
  - Sometimes cynical or pessimistic
- Entrepreneurial
- Motivation = Let's get it done



# Millennials

- Dependent on others for structure
  - Respectful of authority
- Desire constant (positive) feedback
- Technological connectedness is an assumption
  - Global
  - Group/team oriented
- Time is valuable
  - Get it right the first time, then move on
  - Time is the best reward
- Idealistic and values-based
- Motivation: How to *personally* make the biggest impact

# How other generations respond

- Matures: Millennials don't want to put in their time
- Boomers: Millennials leave work too early
- Gen Xers: Millennials are too dependent
- Millennials: Millennials are unreliable

*What is "normal"?*

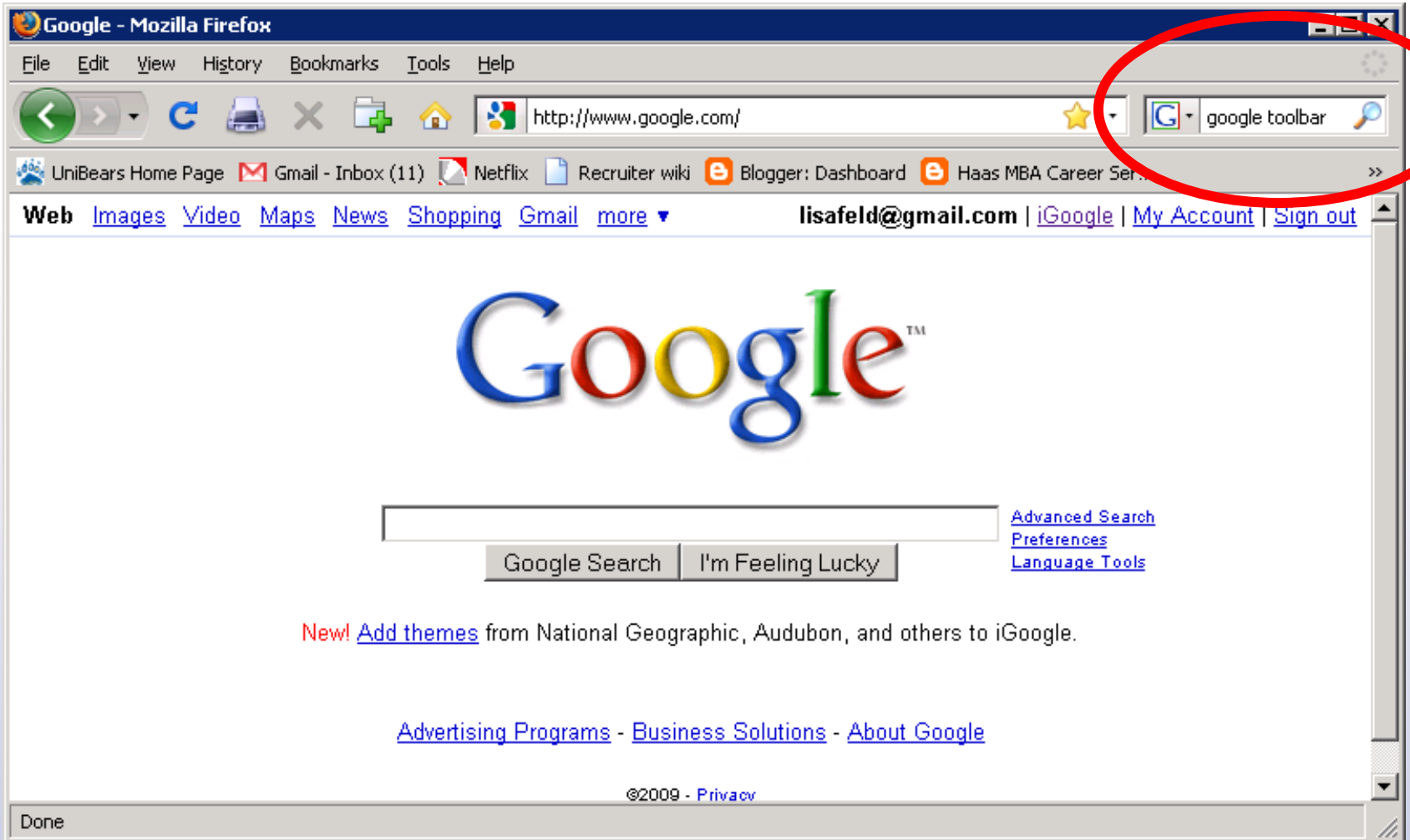
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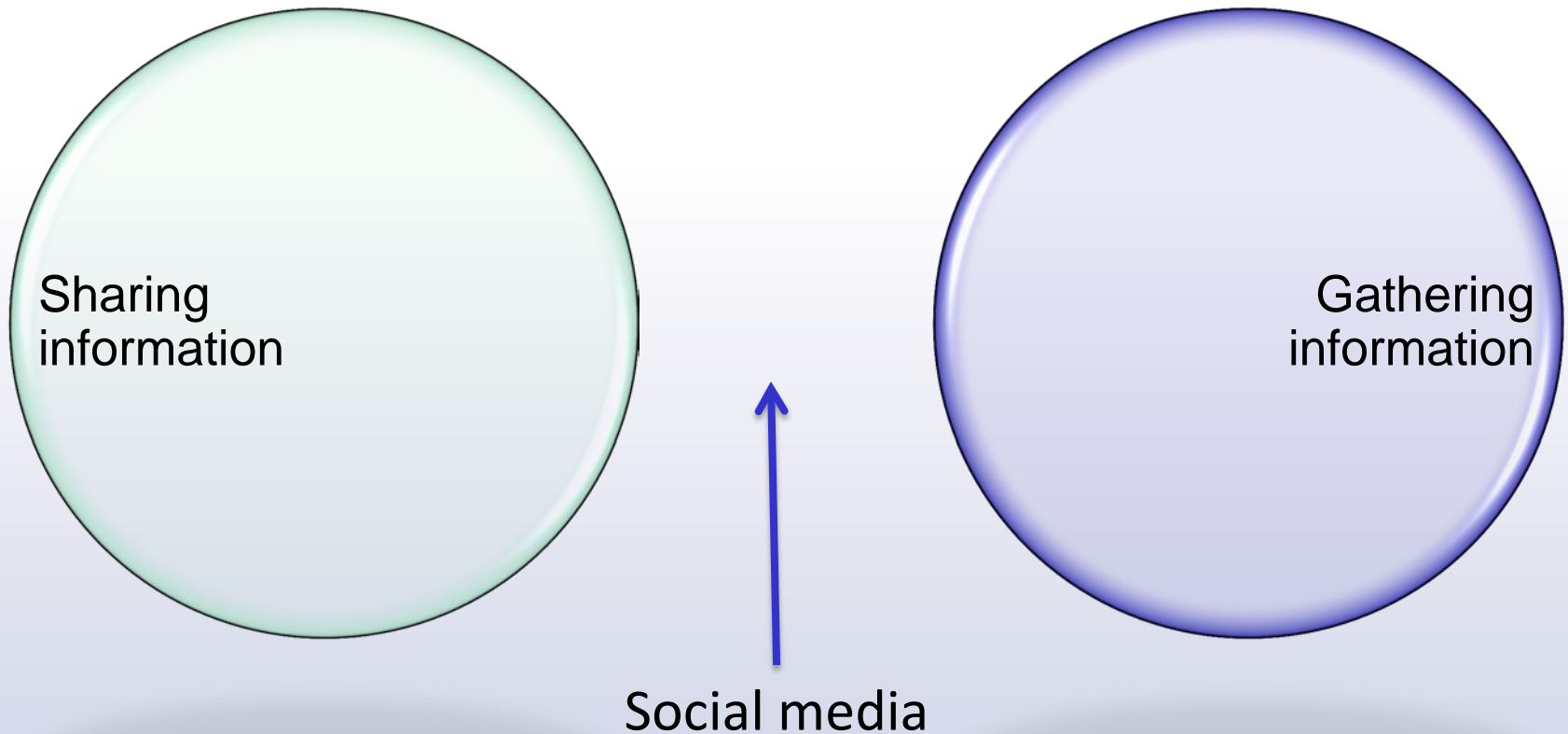
# Parental influence

- Best friends, not authority
  - Saying “no” is not “normal”
  - GMAC’s 75% number
- Provide external structure and goals
  - Helicopter parents
  - (Over)programming, (over)achieving
  - Lack of resilience
- Constant praise and feedback – they are always successful

# How Millennials get information (1)



# How Millennials get information (2)



**facebook**



Lisa Feldman

FAVORITES

- News Feed
- Messages
- Events
- Find Friends

LISTS

- Close Friends
- Family 6
- University of California, B**
- Emeryville Area 20+

GROUPS

- Haas Healthcare Assoc 2
- I went to camp wise be 1
- Create Group...

APPS

- Photos
- Music

Friends on Chat



### University of California, Berkeley

Coworkers at University of California, Berkeley. Learn More

Manage List

Update Status Add Photo / Video Ask Question

What's on your mind?



**Tenny Frost**

"Hey Tenneroo!" Hadn't heard that one is a long time. Thanks Mackie! You brought a smile to my face!

Like · Comment · 12 hours ago · ✪



**Tenny Frost** is now friends with Gabe Burke and 7 other people.



Find Friends · 12 hours ago



**Kellie A. McElhane** is now friends with Michael David Tidwell and 4 other people.



Find Friends · October 16 at 2:47pm



**Tenny Frost**

My new thing -- I want a tandem bike!!!

Like · Comment · October 13 at 8:51pm · ✪

10 people like this.

View all 6 comments



**Cindy Frei** there are some kids who ride them around the Grove and they look like they are having a blast!

October 14 at 7:54am · Like



**Adam Davis** Mmmm... Electric tandem bike:  
<http://www.bikerumor.com/2009/11/06/pedego-electric-tandem-bicycle-two-stokers-for-the-price-of-one/>

October 14 at 1:06pm · Like

Write a comment...

On This List (4)

See All



+ Add coworkers to this list

List Suggestions



**Diana Jovin**

Add ✕



**Richard Petersen**

Add ✕



**Patrick Sullivan**

Add ✕



**Marcy Porus-Gottlieb**

Add ✕



**Aaron Schwartz**

Add ✕

See More Suggestions

Chat (2)



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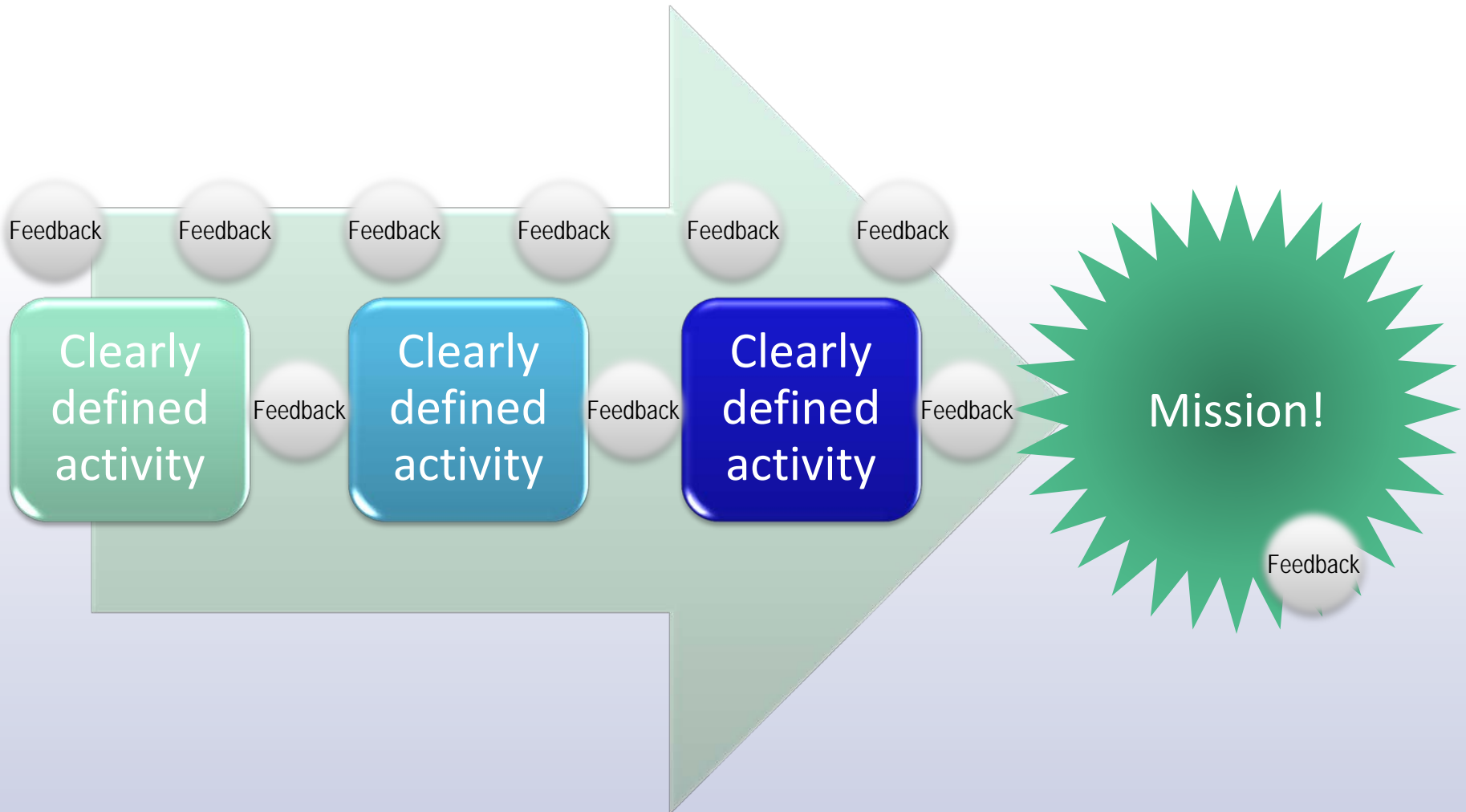
# What does work for Millennials?

1. To feel like part of a community or mission (Focus on impact)
2. Clarity of expectations and instructions (Focus on quality)
  - Checklists
  - Quick success, frequent feedback
  - Doing it once and getting it right – getting an “A.” (Failure is not OK)
3. Time: Flexibility for themselves; instantaneous responses from others (Focus on efficiency)
4. Authority figures
5. Relevant, effective use of technology
6. To feel individually special

# My experience

- Feedback on CMS sessions
  - Provide PowerPoint in advance
  - Need more “experiential” learning
- Coming back for more
- Expectations of accommodation
  - Interview days
  - Response to complaints
- Appreciation of group activities
  - Advising

# How Millennials (can) work



# Questions that arise

- How can you engage students with your content with
  - Classroom activities?
  - Assignments?
- What one or two things can you do to ensure your content comes through?

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