Feedback for Millennials: Top 4 Mistakes

Master Teacher Program
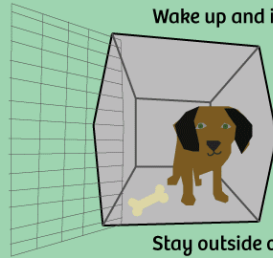
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PUPPY CRATE TRAINING SCHEDULE

Wake up and immediately take puppy outside for potty → 15 minutes

Stay outsite and play with your puppy or let explore → 15-20 minutes

Feeding time (food and water) + digestion time → 30 minutes
(inside the crate or supervised all the time)

Take puppy outside for potty → 15 minutes

Stay outside or come inside and play with your puppy → 10-20 minutes
(Fetch, tug, chase, etc.)

Back inside the crate for rest and/or chew time → 1-2 hours
(provide stuffed Kong and chew toys).

SCHEDULE EXAMPLE

MORNING

7:00	Out for potty
7:15	Play-time
7:30	Feeding
8:00	Out for potty
8:15	Play-time
9:00	Inside the crate
11:00	Out for potty
11:15	Play-time
11:30	Feeding
12:00	Out for potty
12:15	Play-time
12:30	Inside the crate

AFTERNOON

2:30	Out for potty
2:45	Play-time
3:00	Feeding
3:30	Out for potty
3:45	Play-time
4:00	Inside the crate
6:00	Out for potty
6:15	Play-time
6:30	Feeding
7:00	Out for potty
7:15	Play-time
7:30	Inside the crate

EVENING

9:30	Out for potty
9:45	Play-time
10:00	Feeding
10:30	Out for potty
10:45	Play-time
11:00	Inside the crate for the night

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Frequent feedback is required to train any new behavior

Millennials- 1980 to mid/late 1990s

Highly involved parent coaching

Instant access online

Mistake #1: Not giving enough feedback

They want feedback **now** and

they want it **consistently**

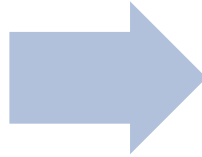ref: https://static.pexels.com/photos/1252/fashion-wristwatch-time-watch.jpg

"If you're a baby boomer, take the amount of feedback you would want and then double it. Then double it again, and you'll meet the millennials halfway."
- Haydn Shaw

Millennials want lots of feedback!

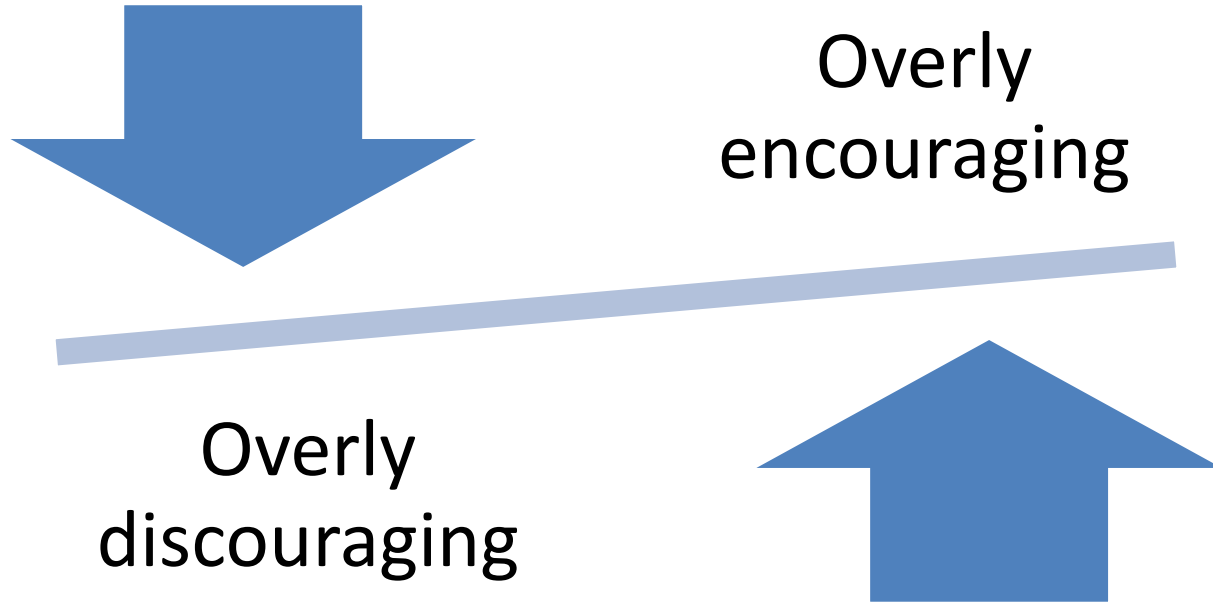**Annual Performance Review**

- Formal
- Lengthy
- Infrequent

Every Day Occurrence

- Less Formal
- Shorter
- More frequent

Mistake #2: Focus too hard on positives or negatives

Overly encouraging

Overly discouraging

Mistake #2: Focus too hard on positives or negatives

- *Find a middle ground*

   Highlight both positive and negative points

- *Explain why*

   Worst thing to say, "It's always been done this way"

- *Identify where they need to be*

   Coach them toward that

Collaboration is important to millennials

Mistake #3: Taking over the Conversation

- Don't take complete control over the feedback session
  Ask for input

- Millennials want their ideas to be taken seriously
  Customize goals

Millennials want **<u>customization</u>**, personalized technology and service
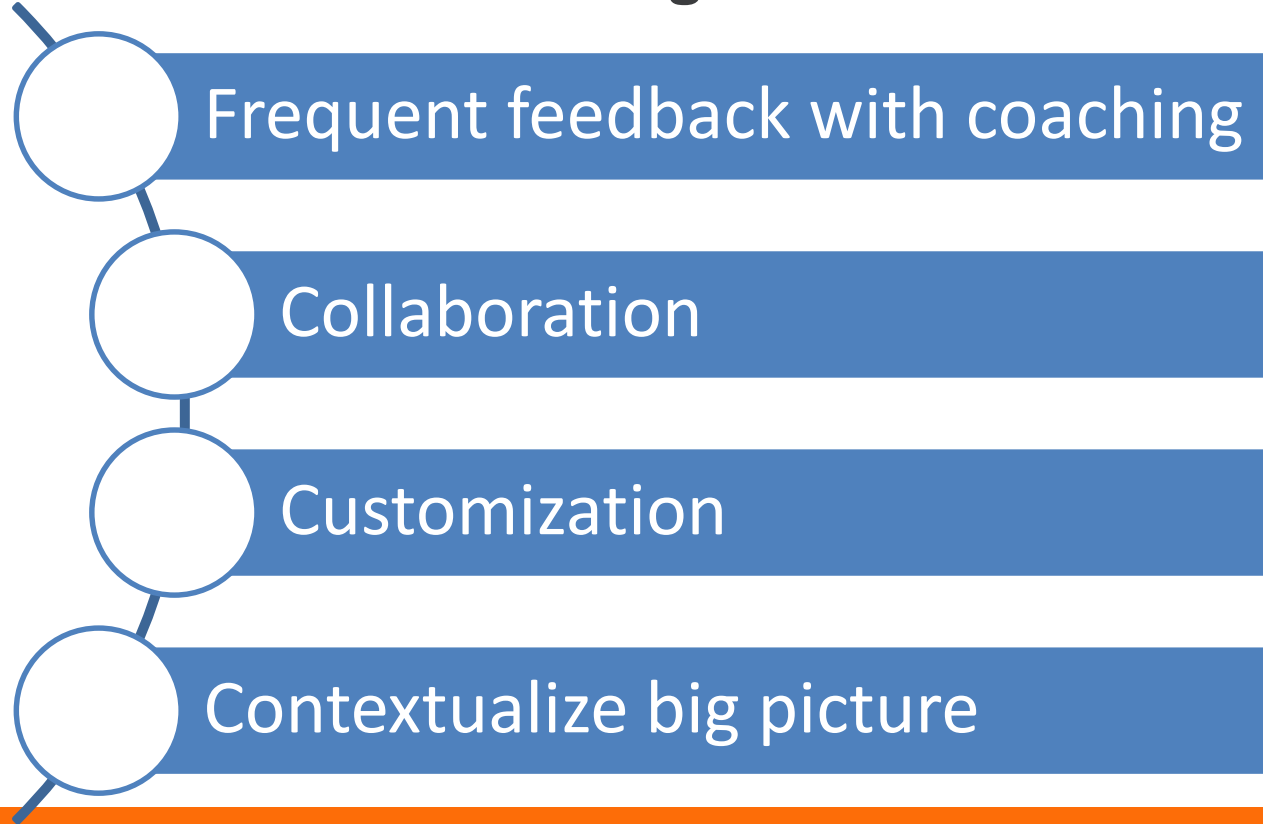
Mistake #4:
Failing to show the goals of the company/service

- Everyone wants to do meaningful work
    Millennials want to have significant influence/impact

- *Provide transparency for meaning behind mundane tasks*
    Builds trust

- *Show motivational vision*
    Put in context and help see bigger picture
    Need to know the direction and goals of the team
    Ask and include them in the process!

SUMMARY for Maximizing Millennial Feedback

- Frequent feedback with coaching
- Collaboration
- Customization
- Contextualize big picture

Questions?