



Topic: Coaching Millennials

Guest Speaker: Brooke Waresak

July 30, 2019 1:00 pm



Callie Buchholtz

Moderator

SRS Director of Resource Development

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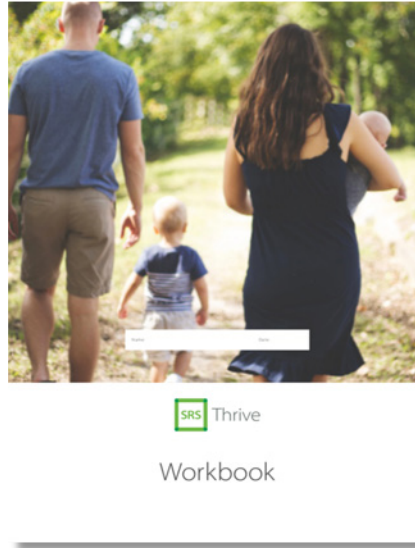
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Questions

During the presentation, please submit your questions for the upcoming Q&A time.

Prayer



Brooke Waresak

Guest Speaker

MPD Training Manager
The Navigators

Coaching Millennials

Overview

- Current impressions of Millennials and GenZ
- Cautions
- 6 Key factors for coaching

Connection

Highly relational yet easily feel isolated

- Millennials want to be with others and feel part of a community, yet they run to shallow connections through social media instead of building deep relationships.
- Many don't even know how to make deep connections.

For Coaching:

- Be clear and honest, in a caring way
- Provide “regular, scheduled, personal” coaching
- Have them work on funding together

Identity

Believe they are unique and different, and want to be treated accordingly.

- Millennials believe their experiences are unique and exclusive to them, so they feel the right to be exempt or permission to modify whatever they are being told to do.

For Coaching:

- Talk to them as an individual for 5-15 minutes before getting into the numbers
- Be upfront that they need to “do it our way” at first, allow for modifications later if appropriate
- Clear expectations communicated at the beginning and reinforced throughout

Purpose

Need to understand the meaning and significance of their contribution.

- They want to make a difference in the world, and need to feel good about what they are doing, and want to see immediate progress and be affirmed.
- Need to understand “Why”

For Coaching:

- Emphasize MPD as a part of their ministry
- Help them identify “champions” in their MPD

Focus

Instant-gratification driven, fast-paced and short-term focused.

- Very difficult to make millennials think long term.
- They are focused on the immediate and want to see results right away.

For Coaching:

- Do regular progress assessments
- Use a reporting tool/system that tracks tasks and achievements
- Daily accountability

Delivery

Embrace technology and are highly integrated with tech in daily living.

- Technology, whether it be phones or internet, is part of their daily routine.
- They are constantly connected and their lives revolve around technology and being connected.

For Coaching:

- Use technology for coaching meetings (Zoom, Google Docs, etc.)
- Help them understand how to use newer methods to connect with contacts

Development

Lack of life management skills and maturity.

- They are still learning work ethnics, time management, balancing budgets, etc.
- Just because they have graduated from college, it doesn't mean they can fully function independently.

For Coaching:

- Do not make assumptions that they know how to budget, manage time, etc.
 - Weekly calendar
 - Ask specific, pointed questions to understand how they are using their time
- Go through what they will need to do to manage their funding after they are full-time
 - “Here’s how this works, and you’ll have to do it”

Conclusion

- Try not to generalize
- Key coaching principles apply
- Modifications are almost always needed
- Learn together



Q & A

