**Millennials** also known as Generation Y Born in 1981-1996.

**Characteristics of Millennials**

**Confident**

It comes from their trust and optimism.

It was fostered and molded by previous generation.

**High Self Esteem**

Research shows that Millennials have higher self esteem and assertiveness when compared to previous generation.

**Achievement focused**

They need not only to do well, but to excel and surpass all goals and aspirations.

**Are willing to put forth extra effort to help an organization succeed**

They are willing to go without social time, such as coffee breaks, and work hours in order to help an organization

**Feel accountable for their action**

Our educational system have instilled a sence of accountability and have cause on achieving goals

**Enjoy working on teams**

Millennials have been raised on sports teams, standardized testing, and group learning, so it is not surprising that this would transfer into the workplace.

**Tolerant of Adversity**

Millennials has tolerance to subjects of which older generation would not approve.

Are family focused and have a better wok life balance

This generation grew up with an emphasis on family which has created a shift in the workplace

**Uses Technology A lot**

Millennials enjoy utilizing technology a lot. The millennial generation became dependent on technology at an early stage other than other generations.

**Common complaints against millennials from Baby Boomers are**

**Lacking in Social Skills**

**Overly Service-Focused**

**Impatient for change**

**Demanding (Look at Me)**

**Want-it-all, want-it-now Generation**

**Too Confident**

**Lacking on Work Ethics**

**Over ambitious**

**Lower Levels of cognitive reasoning**

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