

As part of a workshop, longtime Wichita State University management professor and administrator Donald Hackett will present on the topic of recruiting and on-boarding millennial and Generation Z employees.

The workshop, being put on by the Wichita District Office of the U.S. Small Business Administration and a host of local sponsor organizations, is set for Wednesday at the WSU Marcus Welcome Center.

WBJ reporter Bryan Horwath visited with Hackett, 73, to pick his brain about young adult workers and to preview his talk.

**BH:** Tell me about hiring millennials. What do employers do wrong?

**DH:** Too many times, it's gone about in the wrong way. People like to use stereotypes, which is dangerous. People tend to talk about millennials like they talk about personality types, but you can go to, say, a school like Texas A&M and find some very traditional young people that don't fit the millennial stereotype. You need to be very careful when you stereotype people because you just don't know.

**BH:** When looking for a job, though, millennials do tend to look for certain things, right?

**DH:** When hired, millennials tend to want to know their role quickly and they want a very specific career path. The job search today is all about the device, so young people will maybe use Facebook first when looking up a company, but then move on to Monster.com or LinkedIn. They're looking to find the culture of the company — is it something other than just profit margin? And they expect a quick response.

**BH:** Millennials are talked about much more, but, as you point out, Generation Z is on the scene now, too. Is this newer generation different?

**DH:** Yes. Millennials will soon rule the workplace. They're already making more money than baby boomers and Generation Xers. In three-to-five years, I'll have to throw away my notes because it will be Generation Z employees working for millennials. Generation Z is made up of people who are about 18 now, so they're already here. They tend to be more independent while millennials tend to be very team-oriented. Millennials want more open workspaces, but Generation Z folks want their own office. Millennials are also very open to mentoring, more so than any generation we've studied. The world is changing constantly and they want someone they respect to help guide them. I tell employers to not leave mentoring to circumstance, it's a big deal for millennials.

**BH:** Millennials sometimes are thought of in a negative light if you ask a baby boomer about them. Are they getting a bad rap?

**DH:** Millennials are very ambitious, very smart people. I think there's some truth that this group might be a little more narcissistic, but there are differences between all generations. I've worked with a lot of millennials and they're going to be just fine.