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## WAYS TO CONNECT WITH YOUR MILLENNIAL WORKFORCE

For Leaders

By: Comedian & HR Expert  
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### 3 WAYS TO CONNECT WITH YOUR MILLENNIAL WORKFORCE

As the title suggests, I plan to give you some insight on ways to connect and engage your millennials. I nominate myself as “A” (not “*THE*”) spokesperson, because I am a millennial. However, I’m not saying that we are all alike. I mean duh, you already know that but you are clearly interested in this topic hence why you are reading this article. I believe that I can help you. I have a unique perspective given that I am a Human Resources professional by education and 10 years of experience and I am a clean standup comedian with extra observatory skills. HR turned comedian...

if that ain’t some Millennial proof, I don’t know what to tell ya!  
*Now that the credentials are out of the way, let’s get into this insight.*

#### **#1: Be honest about your intentions**

**The most important part of connecting with your millennial workforce is transparency.** One thing about my generation is: We respect the truth. So use it. Not in a mean bully-ish way but lead with your real motives. If you want to connect with a younger generation because you are hoping that you will better retain those employees... say that! (*I mean say it in a non-discriminatory way of course*). You can say to your team “Hey team! We want to diversify the group. What do you think we need in order to appeal to the Millennial workforce?” Note: I am NOT suggesting that you rid your mature-in-age workforce or make them feel unimportant. You need them! If you don’t see that, send them to me! I could surely use the wisdom!

If it's obvious that your team is not represented by the millennials then you can call out the pink elephant in the room. If you tip toe around why you're all of a sudden hovering around "Ashley's" desk and inviting her to speak up in meetings, well that's going to reinforce her thoughts about you being a bit weird. Tell her/him why you are inviting them to engage. **Wrap your honesty in kindness, you'll connect instantly.**



### 3 WAYS TO CONNECT WITH YOUR MILLENNIAL WORKFORCE- CONT'D

#### #2: Genuinely get involved in their interests

Roll up your sleeves and get dirty. **Ask your team members about their interests.** I always ask my team: “What are your favorite shows? Podcasts? Hobbies? Music?” and then I really invest a little bit of time watching, listening or reading... Most of the time I hate it! However it helps me to understand who i’m working with and more importantly we now have some common non-work ground to build on. I find this makes significant emotional deposits. If what they like isn’t my cup of tea per se, I don’t lie but I also don’t tell them that their interests are weird. I’ll speak to it so that they know that I valued the fact that they shared a glimpse of themselves with me and it always leads to me having something to engage them with later down the line.

Jim Franklin, my friend and co-host of ‘10-Minute Coffee Break’ diversity and inclusion video series listened to one of my favorite podcasts to connect with me.



Jim is a White man and I am a Black woman and there is about 35 years in between us. Yet, he listened to the show. Please know that this particular show is super ratchet and wild (*judge your momma*). I’m sure he clutched every one of his wife’s pearls and cringed the whole way through! Haha. However he checked it out in the comfort of his own space and I really appreciated him suffering through it to get to know me more.

When he recommended a book for me to read that he had recently enjoyed, I was super excited to jump into his world because he showed me that he would stick his toe into mine. **Aside from the mushy gushy, this experience gave us some powerful content and a much better and trusting relationship.** #DiversityIsProfitable

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### 3 WAYS TO CONNECT WITH YOUR MILLENNIAL WORKFORCE- CONT'D

#### #3: Talk to them nicely

**Communication seems to be the most challenging bridge to gap between generations.** Many times, my clients will tell me: “Your generation is too sensitive.” It’s usually with a negative connotation. I truly believe that sensitivity is a plus. Emotional intelligence is a non negotiable in today’s time and the leaders that have it and recognize it are the most successful. If someone is sensitive, that often times translates into being one that is “easily” impacted or commonly open about how they feel. Allow this to work in your favor. Having employees that tell you immediately when they are hurt or offended pays off much quicker than not. An expressive person can help you evolve quicker because you learn right away what works and doesn’t work. **So many leaders are still offending their team with archaic expressions and comments in a time where the old ways don’t work anymore and quite frankly they are costly.**



*Comedian Allison Moore*

**Try complimenting your employees, Literally, talk to them nicely.** One of my newest clients have been very clear with me about the value that I give them. They told me what they loved about my work and it immediately empowered me and inevitably had me working harder for them. People who are “sensitive” appreciate being seen and valued. Let encouragement be a value proposition in your workforce. This is especially appealing to Millennials. Go and compliment your millennials about something uniquely special to them. Let them know that you see and value their superpowers. Watch their morale boost and thank me later!

Whelp co-workers and friends, here’s where I reel this article in. I’m hoping that you found it useful. Let me know which of the three suggestions that you implemented and how it worked for you. Cheers to gap-bridging!

**Keep growing you wonderful leader, you! Step by step. You got this!**

Allison

*"Virginia's Comedienne and Everybody's Hype Girl!"*

