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# **Self-Empowerment: The Future of Working With Millennials and Gen Z Professionals**

— By: Ashlee Abraham —

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# Who Am I?

- **Financial Wellness Program Manager at IMPACT Community Action**
  - **Millennial**
- **Been in Community Action for 5 years**








# Housekeeping Rules

- Keep yourselves on mute.
- Cameras on are encouraged :)
- Please enter questions and comments in the chat or raise your hand.



# The 5 Generation Workplace

Traditionals	Baby Boomers	Generation X	Generation Y (Millennials)	Generation Z (Digital Natives)
<p><b>DOB:</b> 1900–1945</p> <ul style="list-style-type: none"><li>• Loyal to the company</li><li>• Dedicated</li><li>• Disciplined</li><li>• Job for life</li><li>• Retiring later</li></ul> 	<p><b>DOB:</b> 1946–1964</p> <ul style="list-style-type: none"><li>• Dedicated to work</li><li>• Optimistic</li><li>• Committed</li><li>• Team orientated</li><li>• Experimental</li></ul> 	<p><b>DOB:</b> 1965–1980</p> <ul style="list-style-type: none"><li>• Open-minded</li><li>• Appreciate diversity</li><li>• Work–life balance</li><li>• Competitive</li><li>• Entrepreneurial</li><li>• Independent</li></ul> 	<p><b>DOB:</b> 1981–1996</p> <ul style="list-style-type: none"><li>• Career determined by switching roles often</li><li>• Keen on mobility</li><li>• Socially vocal</li><li>• Tech-savvy</li><li>• Immediacy</li></ul> 	<p><b>DOB:</b> 1997–2015</p> <ul style="list-style-type: none"><li>• Critical and selective</li><li>• Career multitaskers</li><li>• Technology is intuitive</li><li>• High expectations</li><li>• Coached, not managed</li></ul> 

# TRY H.O.P.E

**H**

H - Humble

**O**

O - Open

**P**

P - Plan

**E**

E - Engage


## H - (Be) Humble

- “Humility includes working to reduce bias and inequities in the workplace.”
- Ask yourself: Was there ever a time you judged someone because of their generational identity?
- Ask yourself: Are you willing to decrease any assumptions you hold and focus on building a connection based on their identity?
- Set an intention around those questions

# O - (Be) Open

- What does being open mean to you?
- Examples
  - Having open communication
  - Open to receiving constructive feedback
  - Being collaborative
  - Honest
  - Transparency
- *Being open can cultivate trust!*

Now is the time  
to be more open  
with a good attitude  
and a warm heart.

 @ronmader

# P - (Have a) Plan

- Ask yourself - What is your plan for those on your team?
- Do your research
- Set an intention
- Be consistent
  - What activities or tools can you use with your plan?
    - S.M.A.R.T Plan
    - 16 Personalities Assessment
    - StrengthsFinder Assessment
    - Communication Questions
    - Learning Questions
    - ChatGPT



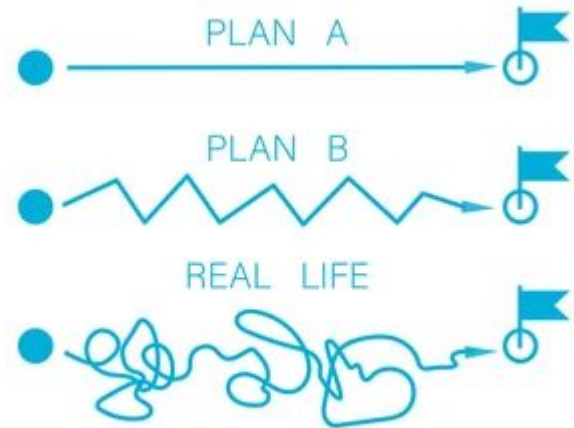
# E - Engage (with Patience and Positive Intent)

- Patience is key!
- Along with patience, comes positive intent
- What's positive intent?
  - Approaching interactions and situations with the genius desire to create constructive outcomes and foster mutual success.
  - Assuming the best intentions of others
  - Being empathetic
  - Seeking to understand before making judgements



# Honorable Mentions with H.O.P.E

- **It's a Marathon, Not a Sprint.**
- **Practice Makes Perfect!**
- **Give Yourself Grace!**
- **Mentorship**



# H.O.P.E Challenge

- Determine who's on your team
- Pick an activity or action to try
- Try it for 30 days and see what happens
- Send a check-in to me via email at [aabraham@impactca.org](mailto:aabraham@impactca.org),



# TRY H.O.P.E

**H** H - (Be) Humble

**O** O - (Be) Open

**P** P - (Have) Plan

**E** E - Engage (With Patience and  
Positive Intent)

- **With H.O.P.E, we can empower ourselves, our teams, our clients, and our agencies.**

**SMALL DAILY  
IMPROVEMENTS  
ARE THE KEY TO  
STAGGERING  
LONG-TERM  
RESULTS**

**Any Questions?**

**Thanks!**

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