MILLENNIALS
Learner centeredness across generations

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They’re narcissistic. They’re lazy. They’re coddled. They’re even a bit delusional.
A bunch of screw ups, they would rather hike the Himalayas...
Focused on their individual well being.
Millennials account for 80 million people, which is 5% of the physician workforce. Most residents
Often times, there are more differences within groups.
Generational literature is largely descriptive and anecdotal.
Life cycle effects
Confirmation bias
Baby Boomers: 1946-1964
Gen X: 1965-1979
Millennials

Parenting Style

Education

Technologic Advancement

Wellness
Parenting Style
Technologic Advancement
Wellness
Millennials
Millennials

Enduring Purpose:
Core Values which should never change

Teaching Practices:
Flexible and Adaptable to an evolving environment
Significance
Significance:
They want to matter
Deliberately create the culture.

Welcome them into their new identity.

Create opportunities for collaboration.
Communication

2
Communication:
They desire Feedback and Transparency
Employ effective feedback.

Harness lateral peer relationships.

Creatively recognize their achievements.
Digital
Digital: They’re the first digital natives
Model appropriate use.

Stay abreast of new technologies.

Incorporate active learning strategies.
Opportunity
Opportunity:
They desire growth and access
Establish mentors.

Value reciprocity in mentoring.

Incorporate a COOPERATIVE DESIGN.
Full Life
Full Life: They want freedom and work life balance.
Role model professionalism.

Set reasonable expectations.

Take steps to decrease their stress.
The Evolution of Millennials


References

Boateng, B. n.d. “Should Generational Characteristics Be Considered In Instructional Methods? The Instructional Preferences Of Millennials And Its Implications For Medical Education.”


