



THE MILLENNIAL GENERATION



Let's start at the beginning. In younger years they were first labeled as Indigo, Star, or Crystalline children. Some were thought to have special abilities or powers of perception if you will. However, many appear socially different in regards to how they position themselves in and view society. Millennials may be more sensitive, compassionate, empathetic, and may create differently than earlier generations.

Why is the Millennial Generation so Important?

The millennial generation born approximately 1977 to 1995 receive a lot of criticism rendering some seriously unwarranted bad press. Many claims state they are tough to manage, impatient, disinterested, entitled, lazy, etc. Generally speaking, there is more attention and focus on millennials than other generations, partly due from the impact of the media in today's day and age. With advances in technology, specifically in social media communication, coupled with the impact of millennials on the corporate world, eyes are on them. It seems as though millennials mystified corporate America, as they couldn't figure out how to handle/motivate them in their old school paradigms. Corporate America asked, "What it is that millennials desire?" Millennials replied, "To work in an environment with a real purpose and make an impact." To this I am elated that a generation has been born that gives a damn, and is willing to break old habits.

In recent work with millennial individuals, millennials in the work place, and corporations, many express confusion when it comes to this generation. Corporate leaders wonder why it's important for millennials to find purpose and make an impact with their work. Many of whom wish they would just do their jobs and listen to those in higher positions of authority. Many even wonder why salary alone doesn't satisfy millennials. Research indicates there are many factors that lead to job satisfaction, engagement, and retention. Further, it is the combination of these factors that drive workplace satisfaction, engagement, and retention. Specific factors include, work life balance, constructive feedback, positive work environment and culture, etc. Despite the overwhelming amount of research, leaders simply want millennials to do their jobs and listen to what they are told. Thus we have a rift between millennial workers and workplace leaders.

In order to understand the millennial generation better, let's dive deeper into possible explanations for their differences. The first explanation comes from parenting and early

education; generationally how they were raised due to societal influence from one generation to the next. Second is the influence of technology. The third explanation derives from their environment, specifically their social and working environment.

Parenting and Early Education

Generational differences grow from societal evolution. Every generation is raised different than the generation before it, to some degree or another, and the millennial generation is no different. Their new wiring gives them a fresh perspective of the world. This new and different outlook changes the way they interact and behave than previous generations. Many have a “we are all one” outlook, which provides them a natural feeling they can, and are, creating their world.

Millennials have become notorious for changing the way almost everything is done today. From work styles and learning to the way they use technology, dress, talk, and eat, millennials will not conform to old habits. Subsequently, they are viewed as non-conformists opposing old trends. Due to these colossal changes, the rules of the game once again need to be updated. However, in some cases updating the rules and changing the way things are done become an issue. Few corporations, companies, institutions, universities, businesses or schools want to take the time to change the curriculum-based learning or systems they already have in place.

Changing an entire system takes work, time, and in most cases, money. Therefore, the resistance to replace or change a work / school system is understandable. As a more practical solution, your school, company, institution, etc. could add a meditation, yoga, drumming, tai chi, Chi gong class, or work break during the day. This would instill more loving awareness within oneself allowing behaviors in individuals to shift to a more “at one” with each other feeling. Thus creating individual tendencies to treat each other with more compassion, empathy, love, and respect.

Below are examples that have come up in conversation with individuals I have worked with:

Children were placed in an honors class not because they earned it but because their parents complained and/or intervened in the situation. Some kids received participation metals for

placing last and positions other than first second and third. This has a tendency to devalue the medal for those who won legitimately and potentially embarrass the ones who did not because they know they didn't deserve them, thus causing them to feel shame, guilt etc. In my conversations with millennial individuals there are countless more examples that occur throughout their lifetime that solidify and give them entitlement. Fast forward, now they graduate high school and college and have their degrees, get inducted into the corporate world or even business for themselves and begin to find out they're not so special, so to speak. They find out their parents can't get them that promotion, or open that door. They realize you get nothing for coming in last place and you can't have something just because you want it. No one explained how it works in the corporate world, or how they have the ability to create as the energetic beings they are using "Pure Focused Thought" (*more on this later*).

This wasn't so bad for generations of the past because they relied on the corporation/the system to be the new surrogate parent/provider for them. Thus the old paradigm. In the case of millennials, they are wired differently, however were taught and relied on their parents to be their center of creation (instead of themselves as the creator). They bought into the system of "outside yourself mentality" because it was simply the system they were fed, as that was the system the generation before them used. It is as if when they were created/born they knew they were their own creators. However, as they were raised their wiring switched to rely on mom and dad as the center of creation. Flash forward to their mid-twenties- they're on their own and we are asking them to switch back to themselves as the creator. They are expected to step away from the system they were raised on with virtually no guidance on how to do that; hence their struggle, our struggle, and the so called "dysfunction" between the generations. To be fair, most individuals are unaware/unconscious in the switching of the wiring in the mental learning process; let alone the uncontrolled absorption of their parent's behavior, habits, mannerisms, and sometimes issues they encounter in their surroundings.

The key to remember here is the millennial generation is different. They have the ability to put their thought processes into real-life actions and creations. Some millennials are aware and tuned into this ability, while others are not. However, sometimes only unconsciously can they

create differently (working smarter not harder) than the generations of the past. They know how to turn thought into reality quite efficiently. This reminds me of a scene that unfolded in a men's restroom. There was a man standing outside the stall waiting for his son to finish his business. Upon finishing the son could not get out of the stall. Much to my surprise the father dove on the floor (not gracefully by the way) in an attempt to crawl under the stall to help his son. I stood there wondering why he didn't just talk his son through the process of unlatching the handle. If the son was able to lock it by himself, he should have known how to unlock it by himself. Even if it got stuck somehow, the father could have walked his son through the process of unlocking the door. I thought it was interesting how dependent the father was teaching his son to act in unfamiliar situations. The old-school mentality from older generations would say "you got yourself in get yourself out".

Many parents, teachers, individuals and corporations do not understand how millennials are different from themselves and past generations, and thus there are varying degrees of difficulty/dysfunction when it comes to interactions with millennials. Why is this so important? Because it formed the basis of other relationships in millennial's lives (just as beliefs of previous generations took on shaped their beliefs). The corporate world and the millennial generation are bearing the brunt of this every day, by the lack cohesiveness, happiness, productivity, and employee retention. This lack of mutual understanding is what leads to difficulties and reinforces the "separation concept", that we are all not ONE. Many millennial's do not agree with this "separation concept" and will take no part in it. They know we are all connected as ONE. This is a large reason why they want careers with real purpose that impact the world at large.

Millennials know who they are; "We are all ONE. We create with purpose. We create efficiently. We desire our life to reflect that." This quotation explains why they have difficulty assimilating into the "old school" paradigm of the corporate world and even the world in general. The big question and real truth is; Are they having difficulty assimilating, or are they changing the world and everyone else is having trouble keeping pace?

The Science Behind it

It is a known scientific fact that human DNA is changing. Science today suggests that our DNA and brainwave relationships are spontaneously moving into higher vibrational patterns. Because of this, our brains and hearts are working in a more cohesive blending of conscious awareness. This specifically pertains to millennial individuals because they are wired differently, as previous generations were wired differently than generations before them. This change refers to the changing of DNA, allowing even more conscious awareness than previous generations. In fact, so much so, they have been given labels such as ADHD and ADD etc. These labels are given so our linear society can compartmentalize this generation in an attempt to understand why they act and behave so different than the generations before.

I've had many years of experience working with individuals from this generation on intra-personal communication (within themselves) and interpersonal communication (with others). I have come to learn there are a few core secrets for cohesive communication with millennials. Those secrets are love, truth, and caring. These attributes are important in every relationship, business or otherwise. Millennials seem to have a higher level of awareness when these attributes (love, truth, and caring) are absent in conversation or a relationship (even if only subconscious), and are far less tolerant and willing to accept it. Millennial individuals tend to speak their feelings with little censorship. This may cause other generations to be uncomfortable with them, or interpret their words in a more negative manner than intended. The best way to express yourself in any relationship is heart centered, lovingly and honestly. I have found in my work with millennials, they respond best to honest feelings and truth expressed with love, appreciation, and understanding. It seems it isn't the criticism that triggers them, it is the energy behind it. Like that old age saying "it's not what you say, but how you say it."

When individuals are conflicted with oneself or others they may deliver statements with energy of fear, rather than love. Individuals may struggle to be honest with themselves let alone another. Here lies the root of a problem. Whether you are a millennial or belong to another generation, take 30 seconds to breath. Reflect introspectively, and be honest with yourself regarding the subject at hand. This brief pause or break in time will allow you to cool down and shift your energy to deliver any message with love. These steps will aid to the realization that

most issues that you, me, we, have are our OWN. This may cause a struggle between the generations to coexist. In that moment of angst, individuals become mirrors for each other as they converse/interact. The conversation/interaction may bring up personal pain due to a belief/opinion about a particular issue [that we generally are unaware of] (which is why it is a good idea to stop and breathe for 30 seconds) that comes alive in the conversation, restricting the ability to communicate in a loving way. In a moment of frustration, with emotion high, your words can come across in a more negative way than intended. Often the recipient will misinterpret what you are actually trying to say. It is important for all generations to find balance between speaking your mind and not saying anything at all. You don't want your words to come across in a negative way, but it is also important to express your feelings and be heard by the other person. Again, this is why taking a few moments to breathe, calm yourself, and keep control of your emotions is vital for healthy communication in any kind of relationship. We have to keep in mind, past generations were raised to "be seen not heard" and are used to a "shut up and do your job" mentality. Therefore, the frequent expression of thoughts and opinions is new to past generations, and may offer an explanation for the tension within these dual-generational relationships.

Technology

The millennial generation has the benefit of the technology boom but has also paid the price of being on the front lines of it. Technology in today's world is a new concept on this planet. Millennials grew up with it and were taught how to use it but, were not necessarily taught how to manage/balance it, especially in their personal lives. How could they have been? Previous generations didn't have this technology, nor understand the possible detriments it could have on individuals and society.

For example, growing up in a social media frenzied world connects people in a whole different way than we were capable of in the past. This is beneficial because people around the world can connect quickly. However, it also poses difficulty in building deep, meaningful relationships. This is something millennials have said they struggle with, and it shows in their personal lives and careers in the corporate world. Unfortunately, technology has created issues of impatience and instant gratification. What most people don't grasp about millennials is they are natural born

creators, just like the rest of us, only they have more recognition of this. They know they can truly create with their thoughts and imagination. This type of creating stems from instant manifestation which explains why they adapt quickly to technology. Technology serves as instant gratification and has created the need for super-fast processing. In life when events don't happen at this fast pace, millennials can seem impatient. And well, who can blame them in a world where you can call a taxi and it arrives within 10 minutes, food that's delivered within 30 minutes, or order groceries that are delivered the same day or next.

In the world of social media, real life is filtered and manipulated. Life may appear perfect or glamorous to outsiders when in reality, it's far from that. People usually post positive things about themselves such as going on vacations, receiving awards, celebrating the kids, partying, etc. However, Facebook for example filters what you see on your homepage using a specific algorithm that determines what posts any users' feed. There are many factors that go into this algorithm such as who posted it, type of content, when it was posted, and the type of post. Essentially, Facebook gets to know what you like to see, and delivers exactly that. Social media feeds the human voyeuristic side of individuals and has been shown to be addictive due to the dopamine release that is produced from posting, people liking your posts in return, and other social media activities. Of course no one realized social media would have this addictive component. How could they, it never existed before? Although I suspect this was theorized.

There are two important questions to ask yourself; do you use technology as a distraction, possibly to busy yourself in those downtime moments? Is technology a part of your life, or is it running your life?

While there is nothing wrong with social media as a whole, the issue is the imbalance between using it for enjoyment and as a source of distraction and stress relief. Social media may have become a source for stress relief due to lack of education on properly handling stress, coupled with easy internet access with limited, or no boundaries. Parenting is one of the hardest jobs/responsibilities any individual can have. Sometimes parents will give children technology to distract the child in order to give themselves a break. This is of course understood, sometimes parents just need a break. However, on an energetic level, it creates dependency on technology

and on the constant need to be stimulated. It trains the brain to the energy of the technology, and the constant need of (that) stimulation.

As energetic and sensitive beings, we should balance our lives with this technology.

Interestingly enough, if you ask people about addictions, technology isn't usually listed as an addiction. People don't view it as an addiction since now everyone has some form of technology. It has become a socially accepted norm, so much so that if you don't have it, you're the odd man out. Parents need to find a balance how they use technology with their children, and adults must take responsibility for themselves when using technology. It's all about finding a healthy balance.

The Environment Where they Work and Live

Instant gratification can be beneficial in some cases, however, not when it comes to job satisfaction, and strong family and friend relationships. Building strong relationships with family, friends, at work, or in business is generally a slow and steady progression, and at times uncomfortable or awkward, to say the least. This came up a lot in conversations with millennials as something they struggle with. After speaking at great length with them and looking at the big picture, it seems many never learned the skills. My discussions with millennials, their parents, and teachers also revealed, they themselves did not learn these skills, therefore were unable to pass them along. In the work I do with millennials and their families, my greatest reward is building deep, meaningful, and balanced relationships. They are always appreciative of how educated, enlightened and empowered they are to have balanced relationships in and out of the home.

In millennial words regarding their work environment, they want their work to have purpose and make an impact on society. This is difficult for corporate America to understand, let alone manage because some millennials struggle themselves to define purpose and impact. Intuitively, they know they are here to "change the world." A monumental task to say the least.

Wanting their impact to have a bigger purpose, can cause them to be impatient at times. With the desire to create it right away, to accomplish their "bigger purpose" can be a recipe for frustration and even dysfunction in the workplace.

Let us take a moment to discuss what is behind them wanting to make an impact, specifically THEIR impact. Their impact leads to self-fulfillment and satisfaction, which is ultimately the energy space you create best from, and they innately know this. However, on the road towards fulfillment of their creations is usually discomfort, struggle, resistance, and sometimes hard work. Millennial's innately know to work smart (create) and have no desire to work hard because on a deep level they know they do not have to. When millennials speak to me regarding their life they tend to struggle to create and maintain deep, meaningful relationships, whether in the workplace, social, or love life. Steps to form these relationships is met with discomfort and sometimes even resistance, such as avoiding social encounters. Resistance is created by the switched wiring/teaching (discussed earlier in Parenting and Early Education section) and learning a way of living that goes against what they know to be true for themselves. In working with millennial's I have found this comes from a lack of skills necessary to navigate work, family, social life and its associated resistance in order to creatively flow through that resistance. And as we said earlier in some cases the parents, teachers and system did not necessarily have the skills to give them either.

The big question I often get is “what can I do?” You can start by seeking coaches who are trained to inspire, empower, educate, and guide them to find balance in their lives (in a way that works for them). They must find methods that work for them, that keep them clear, focused and empowered. For example they can do active meditations for swimming, bocce, bowling, ping pong, pool, darts, yoga, pilates, Thai Chi, Chi gong, jujitsu, walking, running, cycling, hiking, weight training, cards, chess, checkers, puzzles, board games in general and the list goes on. One could also learn to meditate in a non-active way using guided visual meditations or even a mantra. If you work for a company, corporation or institution if at all possible I would suggest finding one that supports lunchtime meditations or activities that foster clearing the mind like the ones above to be better focused and balanced in one’s career/vocation as well as one’s personal life. I urge you to make suggestions where you’re employed to offer these games or programs. A suggestion can go a long way in achieving that work life balance.

What's needed now from our scholastic and corporate organizations is an open mindedness toward that work life balance. Be mindful that being empowered and focused can help

individuals clearly accomplish tasks and goals, which aids in productivity, and therefore profitability of an organization. Organizations should consider lunchtime meditation, chess, corn hole, bean bag toss, or other games and techniques that can be easily assimilated into the workday to help workers achieve the life balance they are striving for. A happy, fulfilled, and balanced individual is a healthy and productive one. A healthy, happy, and productive individual will save corporations, companies and institutions MILLIONS. Research on healthy, satisfied employees continuously suggests greater levels of productivity, and enthusiasm in the workplace.

Additionally, scholastic and corporate entities should place great importance on all small-scale interactions between members of the organization, since these interactions builds trust, rapport, communication, and skills to form healthy long-term, deep, and meaningful relationships. Without these relationships there will be little, if any, loyalty which is highly desirable in organizations. Organizations should set guidelines and boundaries in classrooms, boardrooms, meeting rooms, etc., regarding cell phones and other electronic devices. They should create protocols that outlines proper behavior for basic office duties, such as meetings. Additionally, they should release mission statements, and company goals and objectives that explain the organizations' purpose, and the ways it positively impacts the community/world. Millennials like to support/work for companies that have real purpose and make real impact. On the contrary, they tend not to be loyal to companies that don't benefit the community/world. The interesting thing about millennials and their generation is they are willing to take the road less traveled, they're willing to lift others up, and willing to do whatever it takes to make a difference. They may just need a bit of support getting comfortable, being uncomfortable.

For specific ways to better understand, and function with millennials please contact myself and Erica Bloom for more information regarding your experience and issue. We will collaborate together to empower you. For a more in depth detail explanation specific to your personal/business situation whether you have a corporation in need of millennial cohesive integration, a millennial child, or are a millennial yourself, please call us for a consult. We would love to assist in the growth and learning process, and helping you understand why you are perfect just the way you are.

APPENDIX

Important Note* Ideas happen in the imagination, ideas happen when you have fun, ideas happen when you focus long enough sitting or otherwise and release your hold on technology and let that still small voice within speak, it is then you have your AhHa moments and answers come. For a real life example of this between myself and one of our clients please see attached video in the meditation section of the website lifestyleconsultingservice.com

Excerpt from Maurene Watson's Article.

Children teach us about the art and science of love. When children are connected to their imagination, then they live through their soul and spirit in natural grace. Their ego (still in complete balance at this point) is warranted in its request, and they trust to give to life and receive from the Presence of life. One of the greatest brain drains in human education has been to make learning a linear mental process, of the neo cortex monkey brain. The art and science of Love is the same as the science of learning. **Learning is really an emotionally based triggering system in the neural chemical brain synapses of the human. When the soul and spirit are engaged the child's heart simply channels through the heart's codes as a natural guidance system unless trauma, abuse, or wounded programming inhibits the bio-communication.** Children's brains are wired to trust self to give to life and to receive from life. This bonding with life allows the child to create and express at any given moment from their impassioned imagination. This way they can't be thrown out of their own external reality. **They are inner directed and have emotional dominion and can take charge of their joy. They remain in touch with their genius and soul's purpose.** This is the divine right of every being.

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