

Gen Y grew up on team sports and group school projects. They were taught tolerance and are more at home with racial differences than previous generations. They consult each other to make decisions, but it makes the differences between them more challenging. They seem to need each other, but bully each other at the same time.

Managers must show them the benefits of a *talent*-diverse workforce. Emphasize inward strengths and how each person adds value to a team based on skill and expertise. Help these young employees find their niche within the organization, where they add the most value, to help them perform and thrive.

Gen Y hires are intellectually advanced, yet delayed in emotional maturation.

Gen Y is confident and optimistic. They believe they can (and will) make the world a better place—by noon on Friday. They enter adolescence earlier than past generations, but stay in it longer. A naïve perspective as kids is to be expected, but they’ve stalled when it comes to adult responsibility.

As a manager, give them consistent feedback, especially in the beginning. Micromanage until you can manage by objective. Stay in communication and celebrate even small wins. It sounds counterintuitive, but it is exactly the management situation Gen Y wants and needs.

The issues and divides between Gen Y and older generations can’t be ignored, but they can be capitalized upon. Empower them to be the best versions of themselves, and they will deliver in spades. It’s time to open our minds, take on a spirit of patience, and teach these young adults how to be responsible, accountable professionals.

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Article may be found at: <http://upstart.bizjournals.com/resources/advice/2012/07/10/how-to-mentor-and-lead-gen-y-hires.html?page=1>