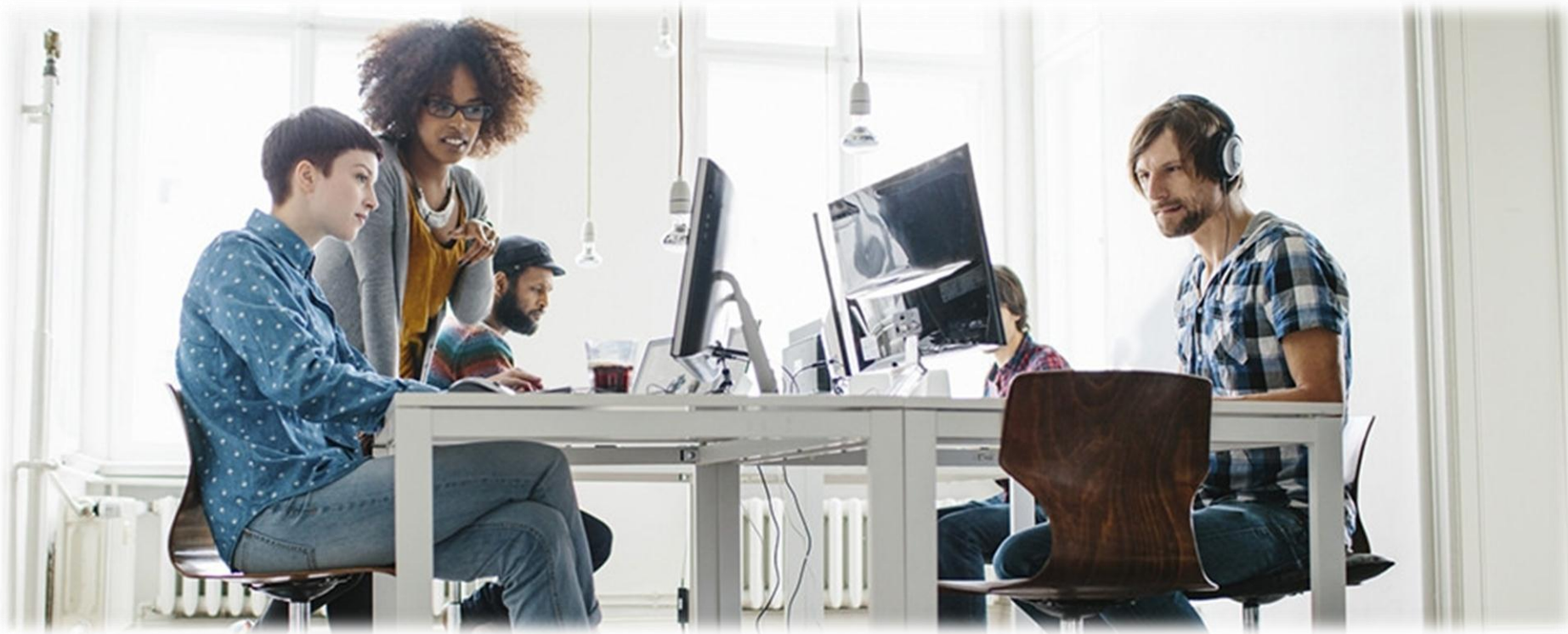


MILLENNIALS

Learner centeredness across generations

Joshua Jauregui, MD
Acting Assistant Professor
Division of Emergency Medicine
Center for Leadership and Innovation
University of Washington



1980 1983

2000



Entitled ●

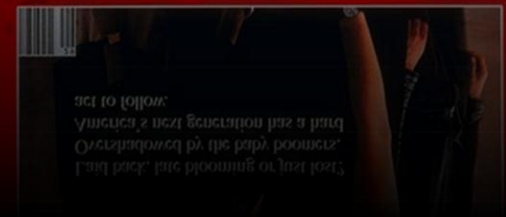
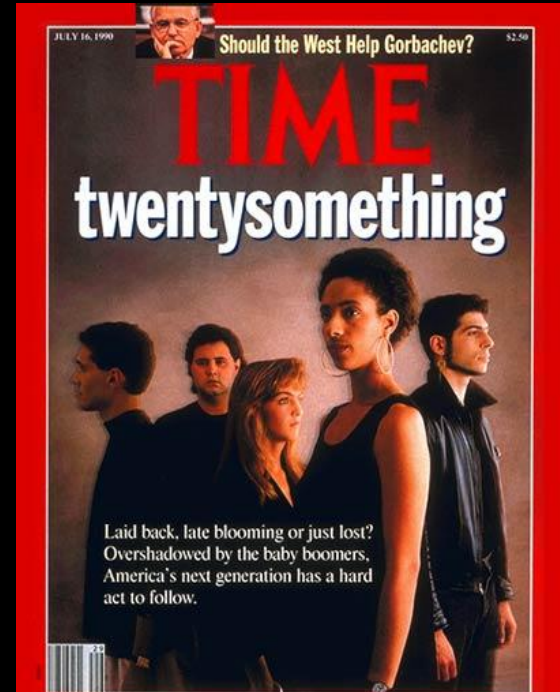


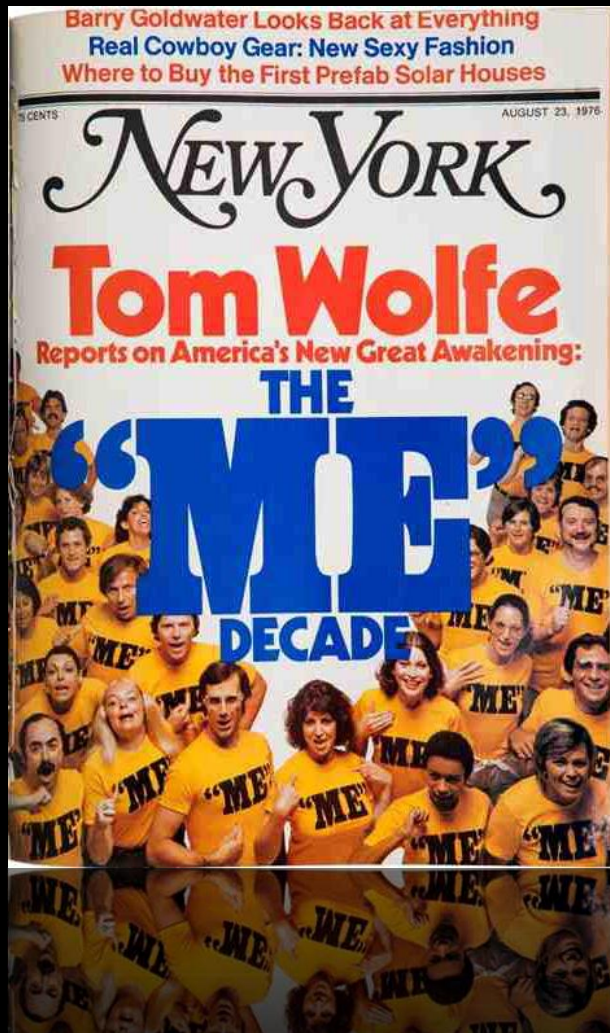


They're
narcissistic.

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

5% of physician workforce

Most residents

Often times,
there are more differences
within groups

Generational literature
is largely **descriptive** and **anecdotal**

Life cycle effects

Confirmation **bias**



Generations



Silent:1925-1945



Baby Boomers: 1946-1964



Gen X:1965-1979



Millennials

**Technologic
Advancement**

**Parenting
Style**

Education

Wellness



Parenting Style





Education



Technologic Advancement

THE.....NETFLIX.....*verizon*.....VIDEO STREAM



SOURCE: DAN RATTISON/STOCKMUNDO.COM

Wellness



A man with curly brown hair, a beard, and glasses is sitting on a light-colored leather couch. He is wearing a white dress shirt, a dark vest, and a patterned tie. He is looking down at a black smartphone in his right hand. The background shows a window with dark curtains and a wooden frame. The word "Millennials" is overlaid in large white text on a black rectangular background across the center of the image.

Millennials



Millennials

**Enduring
Purpose:**

**Core Values
which
should never
change**

**Teaching
Practices:**

**Flexible and
Adaptable to
an evolving
environment**

Communication

Digital

Opportunity

Significance


Full Life



A solid red circle is positioned on the left side of the image.

Significance

1

A large, bright fire burns in a stone fireplace. The fire is contained within a metal grate. The fireplace is made of dark stone blocks. The fire is very bright, with a large plume of smoke rising from it. The fire is the central focus of the image. The text "Significance: They want to matter" is overlaid on the right side of the image.

Significance:
They want
to matter



Deliberately create the culture.

Welcome them into their new identity.

Create opportunities for collaboration.



Communication

2

Communication:

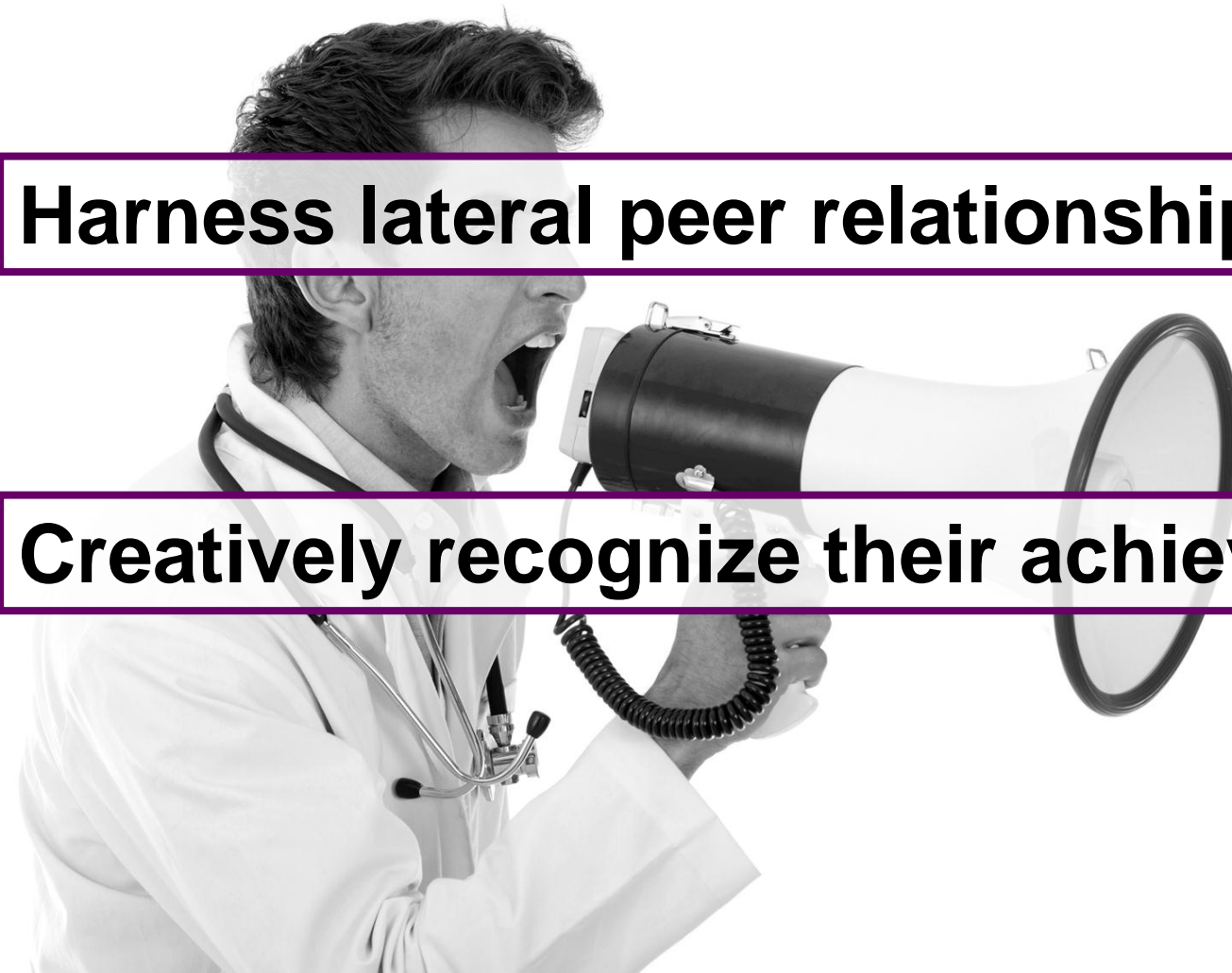
They desire
Feedback and
Transparency



Employ effective feedback.

Harness lateral peer relationships.

Creatively recognize their achievements.





Digital

3

A young male doctor in a white lab coat and stethoscope is looking down at a smartphone. In the background, three other medical professionals (two men and one woman) are seated at a glass table, working on laptops and papers. The setting is a bright, modern office or hospital corridor with large windows.

Digital:
They're the first
digital natives



Model appropriate use.

Stay abreast of new technologies.

Incorporate active learning strategies.



Opportunity

4

A close-up, shallow depth-of-field photograph of a person's hand and forearm. The person is wearing a dark suit jacket over a light-colored shirt. Their right hand is extended forward with the palm facing up, fingers slightly curled, in a gesture of offering or openness. The background is heavily blurred, showing indistinct shapes and warm, golden-brown light, suggesting an indoor setting with soft lighting. In the top right corner, there is a black circular overlay containing white text.

Opportunity:
They desire
growth
and access



Establish mentors.


Value reciprocity in mentoring.

Incorporate a COOPERATIVE DESIGN.

A solid teal circle is positioned on the left side of the image.

Full Life

5



Full Life:
They want
freedom and
work life balance



Role model professionalism.

Set reasonable expectations.

Take steps to decrease their stress.



OCT 25 2004

The Evolution of Millennials



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