

6 MOST EFFECTIVE WAYS TO KEEP YOUR MILLENNIAL AND GEN Z EMPLOYEES PRODUCTIVE



Like any other generation of workers, **MILLENNIALS** and **GEN Z** employees require certain catalysts that can help push them to become more productive in the workplace. They are no different from the others that came before them, and they only require specific triggers to get them going.

1 FORGET THE LABELS

Research has found that millennials and Gen Z workers are not that different from baby boomers when they were young.

SOURCE: INC.COM

We tend to assign group labels to individuals instead of actually getting to know each team member's working style.

This may appear to be counter-intuitive, but adopting a different mindset—one that treats millennials and Gen Zers just like other generations in the workplace—helps put the rest of your employee engagement efforts into perspective.

2 GET TO KNOW EACH MEMBER OF YOUR TEAM

"Managers lead everybody the same; leaders lead everybody differently."

— JOHN MAXWELL

Adapting different working styles allows you to bring out the best in each employee.

3 INCENTIVIZE "PRODUCTIVE SLACKING"

The integration of Google's 20% time and incentivizing your employees to pursue passion projects related to your company can be a good way to push them to become productive, particularly if they have a lot of free time in their hands.

If implementing 20% time isn't feasible for your company, try other alternatives like hackathons, side projects, etc. to get a feel for its effect on your employee's morale and productivity.

4 SET TWO KINDS OF GOALS: SMART AND STRETCH

SMART goals are all about getting results and evaluating performance.

Stretch goals are ambitious goals, aiming high, and growing.

If everything is tied to their performance evaluation, employees won't try to aim high, resulting to slow or even zero growth both for them and your business.

Separate goals that are part of their performance review from those that encourage or inspire them to shoot for the moon.

5 INTEGRATE WORK AND PLAY

Set up your workplace to be more community-centric to build creativity, relationships, and best of all, make the workplace feel fun.

6 FRIDAY IS FOR CELEBRATING VICTORIES

Celebrating the end of a busy work week can boost morale, reduce work-related stress, and make for a good team-building activity.

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