Quotes on Young Adults'/Millennials' Job Attitudes

From the book *Quarterlife Crisis*, on finding jobs and career that are best for you (selections from pp. 27-40; 155; 170-185)

From the book *The Trophy Kids Grow Up: How the Millennial Generation is Shaking Up the Workplace* (Ron Alsop, 2008). Website contains free excerpt of Chapter 1 (Excerpt 1), with link shown below picture of book; be sure to see the chart on p. 5, describing the different generations. Additional quotation:

"Millennials want their dream job as early as possible, but entry-level positions are seldom dream jobs. As young people encounter the realities of the workaday world, many are quickly disillusioned and want to continue exploring to get it right. In essence, the millennials operate as free agents who can bounce from one job to the next anytime they choose" (p. 32).
Reports and News Articles on Young Adults' Job/Career Patterns

Changes in Vocational Interests
Hoff, K. A., Briley, D. A., Wee, C. J. M., & Rounds, J. (2018). Normative changes in interests from adolescence to adulthood: A meta-analysis of longitudinal studies. *Psychological Bulletin, 144*, 426-451. (Available from TTU Library; see definitions of RIASEC categories; Figure 3 and first paragraph of Discussion in Hoff et al.)

Labor Surveys of Young Adults (BLS)...
...at age 27 (2014) ...at age 31 (2018)

"Enough Already About the Job-Hopping Millennials"
(Ben Casselman, FiveThirtyEight, May 5, 2015)

"Labor Market Outcomes and the Transition to Adulthood"

Working for yourself: The “Gig” or “Freelance” Economy
Participants were described only in the following terms: "This white paper describes survey results from over 10,000 young adults between the ages of 18 and 28."

They completed five attitude measures (scale names and sample items below). According to the lined report: "For all factors, respondents rated the extent to which they agreed or disagreed with each statement on a five-point rating scale, with higher numbers indicating stronger agreement."

Averages on the five scales were compared by age, gender, race/ethnicity, and parental income (see report).

<table>
<thead>
<tr>
<th>Superior</th>
<th>&quot;I deserve favors from others&quot; and &quot;I know that I have more natural talents than most.&quot;</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Goal Instability</strong></td>
<td>&quot;I wonder where my life is headed&quot; and &quot;I don’t seem to get going on anything important.&quot;</td>
</tr>
<tr>
<td><strong>Job Surfing</strong></td>
<td>&quot;I would rather try out different work experiences than settle down into one job&quot; and &quot;I would be willing to endure frequent job changes in order to find a job that fits my interests and abilities.&quot;</td>
</tr>
<tr>
<td><strong>Career/Life Vision</strong></td>
<td>&quot;I do not have a well-defined career plan&quot; and &quot;I can’t imagine what my life will be like 10 years from now.&quot;</td>
</tr>
<tr>
<td><strong>Delayed Marriage</strong></td>
<td>&quot;Marriage is not a high priority for me at this point&quot; and &quot;I believe I still have a few years to be single before I settle down and get married.&quot;</td>
</tr>
</tbody>
</table>
Seeing One’s Job or Career as a Calling

Recent Articles

Living to Work: The Effects of Occupational Calling on Mental Health at Work
Chloe A. Wilson, 2018, Clemson University thesis
(See “Calling” measure in Appendix A, Work Engagement measure in Appendix E, and correlations in Table 1)

Emerging Adults Embarking on Their Careers: Job and Identity Explorations in the Transition to Work
Ilke Grosemans, Karin Hannes, Julie Neyens, Eva Kyndt, 2018, Emerging Adulthood (journal)

Website of Ryan Duffy (U. of Florida), a Leading Researcher on Career Motivation (Contains Extensive Material on the Topic)
Quote from *Quarterlife Crisis*, on moving:

"One of the biggest decisions a twentysomething can face is when and where to move. In fact, whether or not to move can be one of the first major decisions a recent graduate has to make after college..." (p. 126).

Richard Florida's ideas on how cities can attract successful young adults

- Concept of the “Creative Class”
- “Where the Brains Are” (2006)
- Study of *tolerance as an attractive feature* of communities (2007)

- Influx of high-earning creative class makes cities very expensive to live in, yielding as Florida’s latest book (2017) is titled, the *New Urban Crisis* (radio interview)