

Interviewing Generation ME!



A tale of two law enforcement recruits and a comment from the floor in Miami.



Off the road

As we get started, remember:

As we get started, remember:

We are not looking for **the** answer

But rather,

As we get started, remember:

We are not looking for **the** answer

But rather,
An answer !

**Then, we are open to the idea there is an
even better answer**

Note:

We are **exploring** a societal dynamic – it's impact upon the interview process – not an individual and not an age group.

- Not about you;
- Not about someone close to you;
- Every period of time has its issues:

Acid Bluegrass Band



The foggy minded mountain boys



A Societal Manifestation



A Societal Manifestation



Not gender
specific

A Societal Manifestation



Not age specific

Heading into the work-related sunset

Boomers
and
others
are:



“Generation Me: Why Today's Young Americans Are More Confident, Assertive, Entitled--and More Miserable Than Ever Before”

By Jean M. Twenge (author)

Q Focus



First:

“Generation Me: Why Today's Young Americans Are More Confident, Assertive, Entitled--and More Miserable Than Ever Before”

Come up with as many ***questions*** as possible pertaining to the title of the book.

Second:

“Generation Me: Why Today's Young Americans Are More Confident, Assertive, Entitled--and More Miserable Than Ever Before”

Change the ***open questions*** to closed questions and the ***closed questions*** to open questions

Third:

“Generation Me: Why Today's Young Americans Are More Confident, Assertive, Entitled--and More Miserable Than Ever Before”

Prioritize your questions to decide which three are the most salient to you.

Who is Part of Generation ME?

Started in the 1970s and kept on moving

How is Generation Me
different from previous
generations?

The Carnegie Foundation for the Advancement of Teaching reported that two-thirds of high school students cheat on tests, and 90 percent cheat on homework.

A national survey by Rutgers' Management Education Center of 4,500 high school students found that **75 percent of them engage in serious cheating.**

Why is this is the case?

What are the ramifications as we go into the future?

Just recently:

Values

A recent survey showed that up to 40% of workers are prepared to use lying, cheating, backstabbing and even blackmail to get ahead. They don't see anything wrong with it. Four out of ten new workers think that way. Are we addressing this worker's attitudes towards getting ahead?

Values and attitudes in the workplace are changing.

What do you think?

Survey Finds Wall Street Ethics in Decline

52% felt it likely their competitors had engaged in unethical or illegal activity to gain a market edge;

Survey Finds Wall Street Ethics in Decline

24% felt that company co-workers had done so.

Survey Finds Wall Street Ethics in Decline

24% said they would likely engage in illegal insider trading to make \$10 million if they could get away with it.

Survey Finds Wall Street Ethics in Decline

28% said they felt the financial services
does not put the interests of clients first.

Survey Finds Wall Street Ethics in Decline

29% said they believed financial services professionals may need to engage in unethical or illegal activity to be successful.

Survey Finds Wall Street Ethics in Decline

“A particular troubling and consistent finding throughout the survey is that Wall Street’s leaders – professionals who have control of the trillions of dollars the industry manages – have **lost their moral compass, accept corporate wrongdoing as a necessary evil** and fear reporting this misconduct.”



Volkswagen

“Colleges scramble to verify online attendance”

[BoostMyGrades.com](https://www.boostmygrades.com)

[Noneedtostudy.com](https://www.noneedtostudy.com)

Most college students study and sit in class less than 20 hours per week. They spend three times that amount on leisure activities.

The Bureau of Labor Statistics' American Time Use Survey

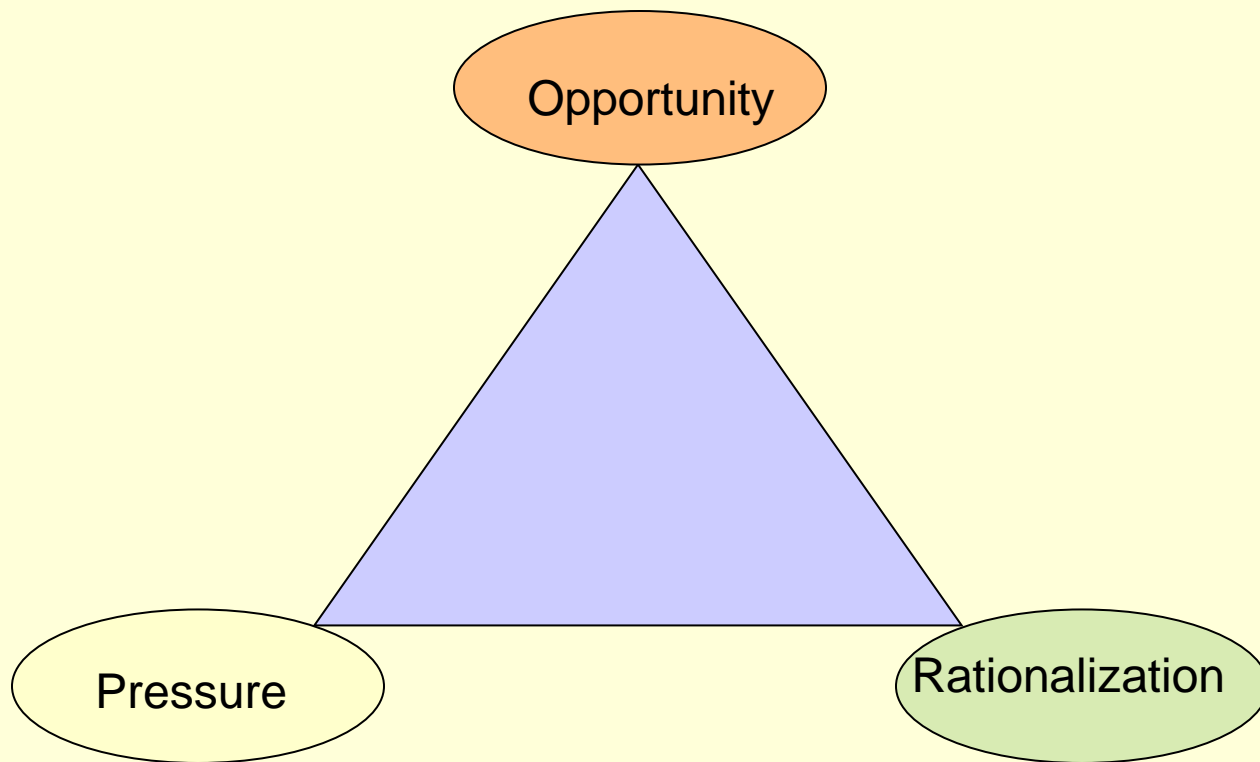
Video:

70 % of college students admit to cheating

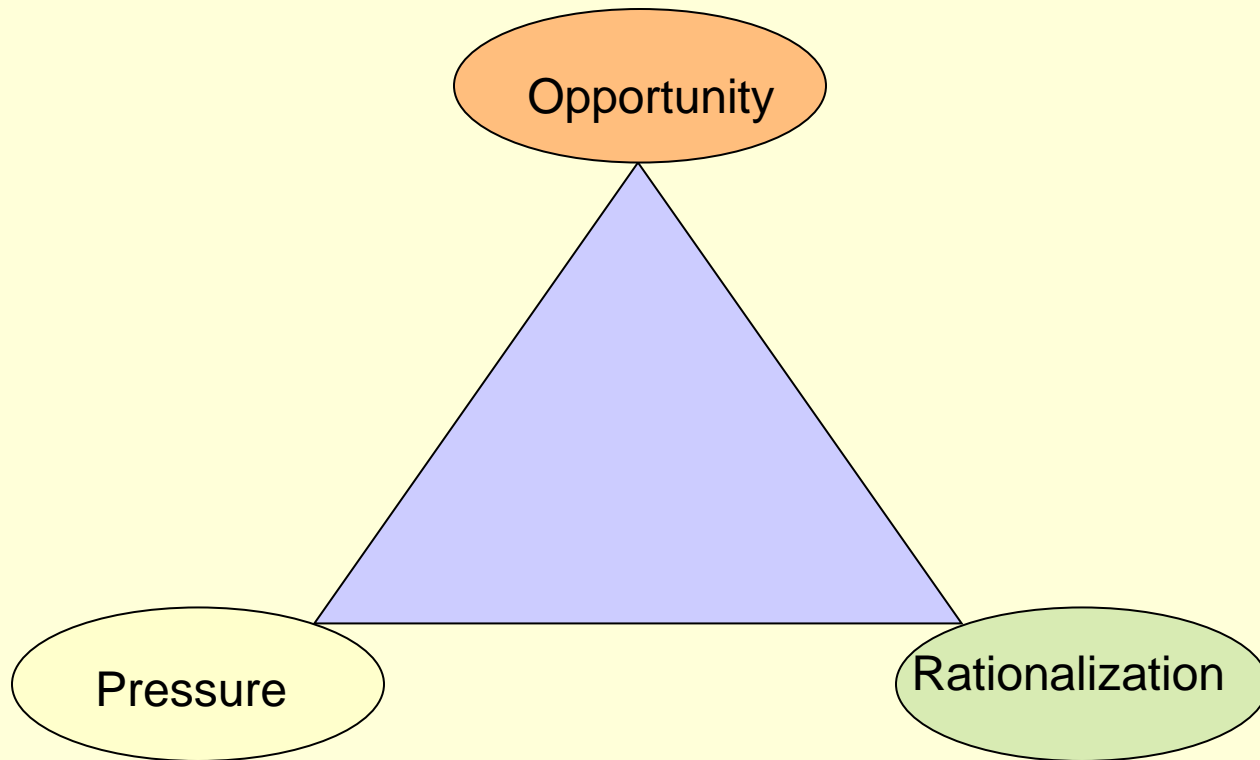
Video:

70 % of college students admit to cheating

How would you relate this mind-set to the fraud triangle as we go into the future?



What if we changed the name to the
“Causality Triangle”?



Video:

Why do college students cheat?

Will an “its okay to cheat mindset” be left on the stage when the diploma is picked up?



Points to Ponder

More adults, ages 18 to 49, watch the
Cartoon Network than watch the news

Readers as old as 30 are buying “young adult” fiction written expressly for teens

“If a society is to preserve its stability and a degree of continuity, it must know how to keep its adolescents from imposing their tastes, attitudes, values and fantasies on everyday life”

Eric Hoffer, 1973

Reflections on the Human Condition

The average video gamester was 18 in 1990; now he's well into his 30's.

The National Academy of Sciences has, in redefined adolescence as the period extending from the onset of puberty, around 12, to age 30.

More recently, the MacArthur Foundation has gone further still, funding a major research project that argues that the “transition to adulthood” doesn’t end until age 34.

Why is the onset of adulthood delayed?

What are the ramifications?

Son's messy room leads to dad's 911 call

28-year-old threw plate of food, made fist when told to clean up

BEDFORD, Ohio - An Ohio man who argued with his grown son over a messy bedroom says he overreacted when he called 911.

Andrew Mizesak called authorities Thursday after his 28-year-old son — who's a school board member in the Cleveland suburb of Bedford — threw a plate of food across the kitchen table and made a fist at him when told to clean his room.

The son, also named Andrew, lives in a room in his parents' basement. The father declined to press charges and told police he doesn't want to ruin his son's political career.

The son, who also works as a political consultant, says he's lucky to be living in the house rent free. He also promises to keep his room clean

Characteristics

1. Generation Direct

Being open, almost guileless is preferred; even if others might interpret it as rudeness.

What is this characteristic going to require on the part of the interviewer?





01.

I know what I want and I'm not afraid to go for it.

3 - Strongly agree

2 - Agree

1 - Disagree

0 - Strongly disagree

02.

Pressure brings out the best in me.

3 - Strongly agree

2 - Agree

1 - Disagree

0 - Strongly disagree

03.

I recover from setbacks quickly.

3 - Strongly agree

2 - Agree

1 - Disagree

0 - Strongly disagree

04.

I can sacrifice short-term
pleasure for long-term gain.

3 - Strongly agree

2 - Agree

1 - Disagree

0 - Strongly disagree

05.

When I set my mind to something, I achieve it.

3 - Strongly agree

2 - Agree

1 - Disagree

0 - Strongly disagree

06.

I would prefer to be an
unpopular winner than a
popular loser.

3 - Strongly agree

2 - Agree

1 - Disagree

0 - Strongly disagree

07.

I can focus on what's important
and block out everything else.

3 - Strongly agree

2 - Agree

1 - Disagree

0 - Strongly disagree

08.

If my success comes at the
expense of others, so what?
That's their problem.

3 - Strongly agree

2 - Agree

1 - Disagree

0 - Strongly disagree

09.

If it's fifty-fifty, I'll go for it.

3 - Strongly agree

2 - Agree

1 - Disagree

0 - Strongly disagree

10.

Criticism doesn't knock my
confidence.

3 - Strongly agree

2 - Agree

1 - Disagree

0 - Strongly disagree

11.

I am not easily intimidated.

3 - Strongly agree

2 - Agree

1 - Disagree

0 - Strongly disagree

Score Breakdown

A photograph of a piece of white paper with faint horizontal lines. The text "To lay it on the line." is written in a black, casual, handwritten font. The words "To lay it on" are on the first line, and "the line." is on the second line.

To lay it on
the line.

0 – 11: You have trouble nailing your colors to the mast because there is no mast! You need to tighten up and toughen up fast.

12 – 17: No one would describe you at the most competitive person in the world. You prefer easy compromise over hard-fought victory. More heaven-sent than hell-bent.

18 – 22: You're doing OK puttering along in the middle lane. You occasionally put your foot on the gas when you need to but don't take undue risks.

23 – 28: You spend a fair bit of time overtaking but don't hog the fast lane and are prepared to move over when you absolutely have to.

29 – 33: A born racer – foot to the floor all the way! When the chips are down you nail it. No matter what.

Self-assessment

“The capacity to lay it on the line?”

Self-assessment

“The capacity to lay it on the line?”

Impressions regarding your score:

In conducting interviews, what areas could be adversely affected by your capacity to lay it on the line?

Steps for developing the ability to lay
it on the line as an interviewer:

Steps for developing the ability to lay
it on the line:

It all comes down to the
combination of:

Steps for developing the ability to lay
it on the line:

It all comes down to the
combination of:

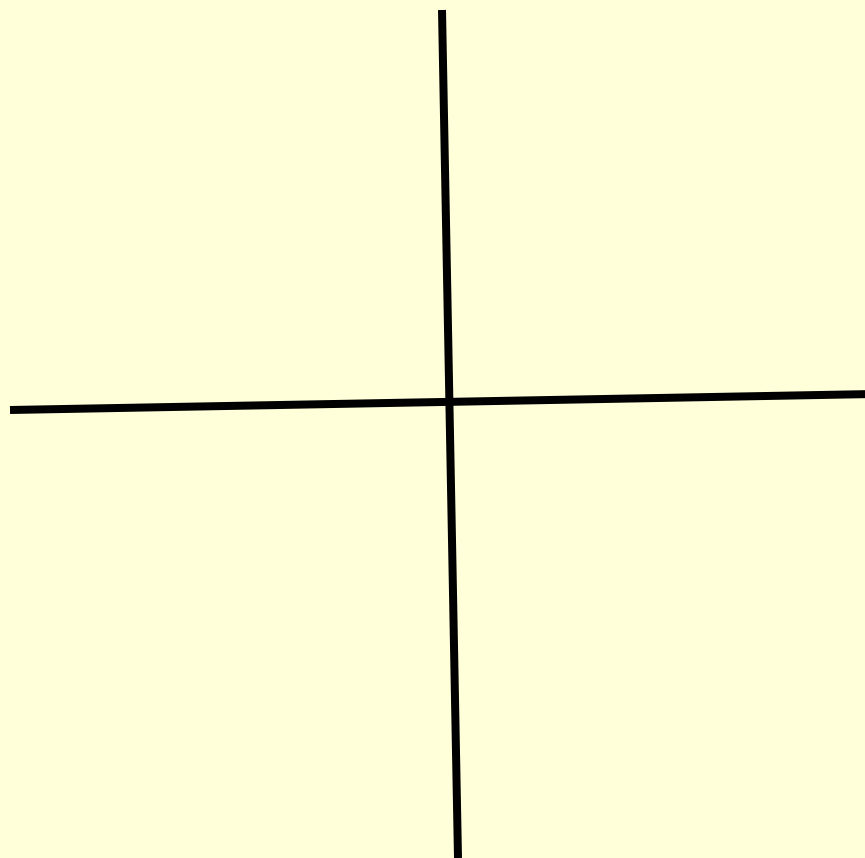
Doing

Steps for developing the ability to lay
it on the line:

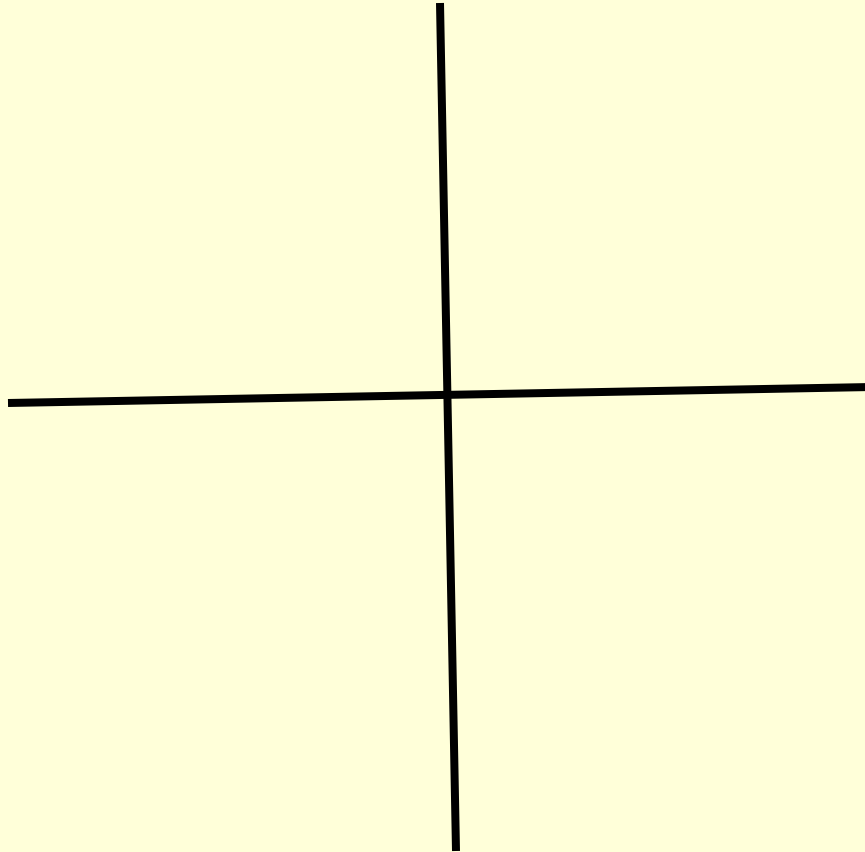
It all comes down to the
combination of:

Doing

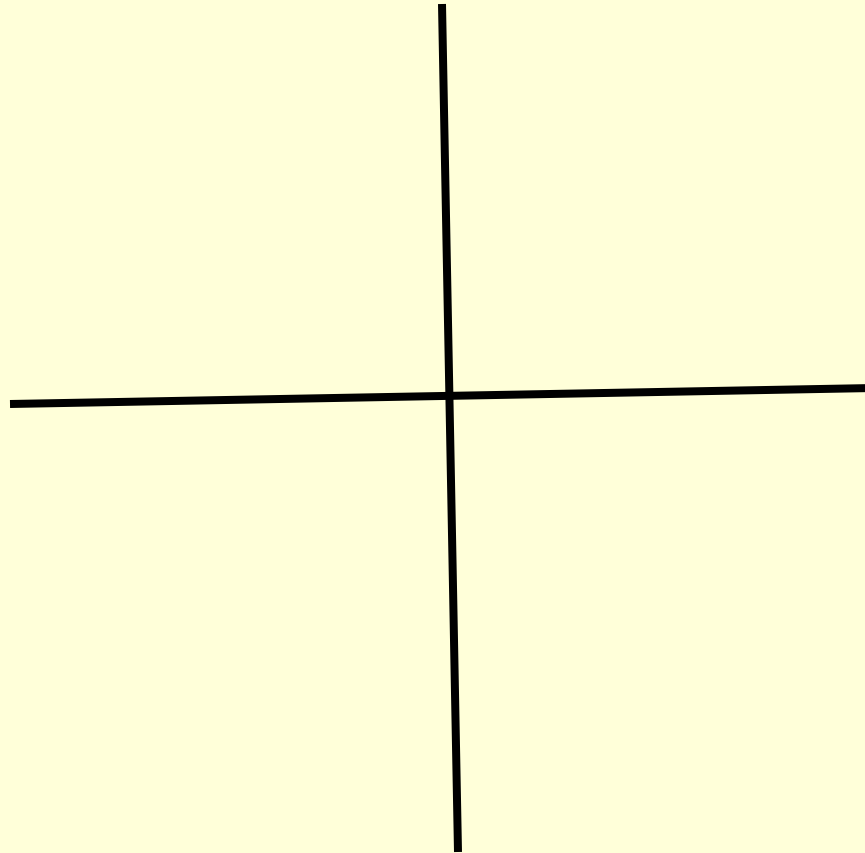
Thinking



Action



Action

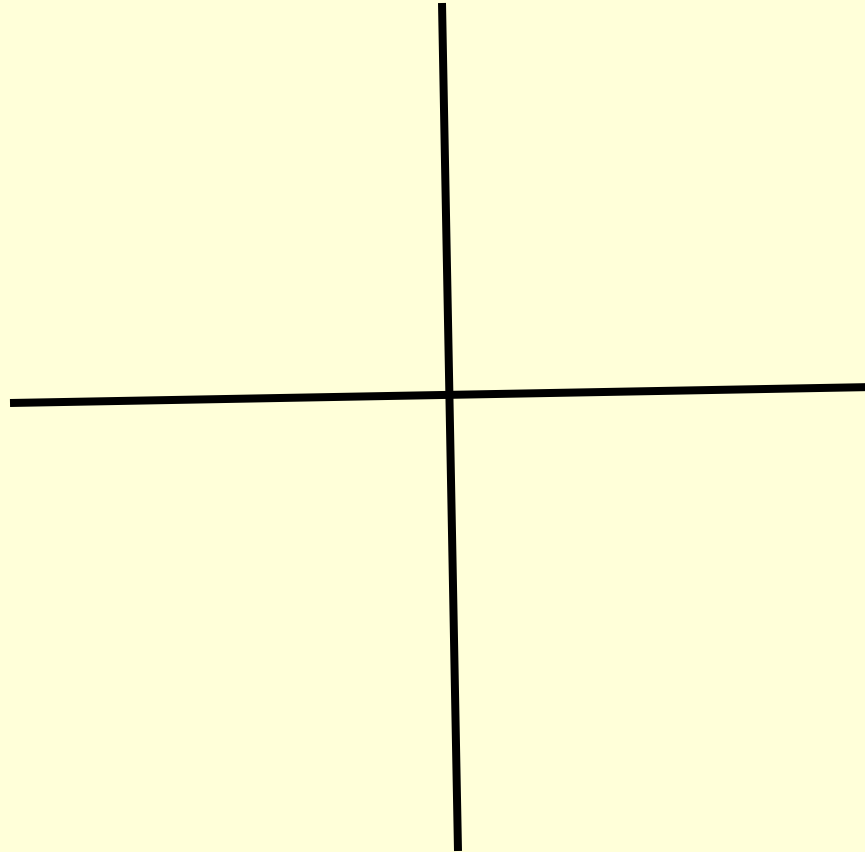


Inaction

Action

Thought

Inaction

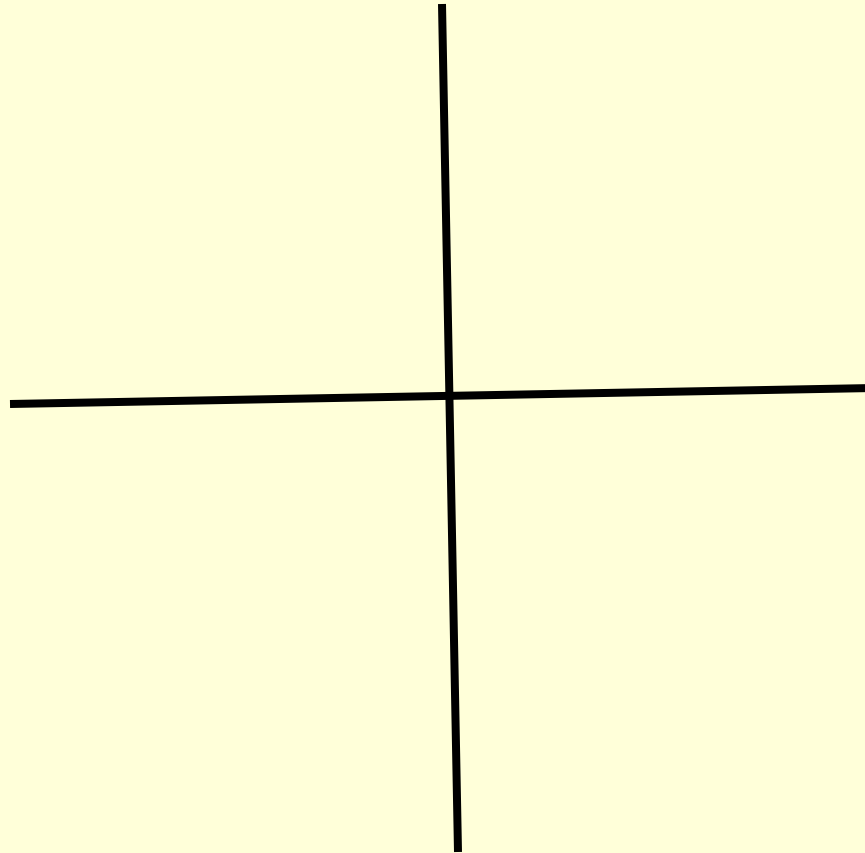


Action

Thought

No
Thought

Inaction



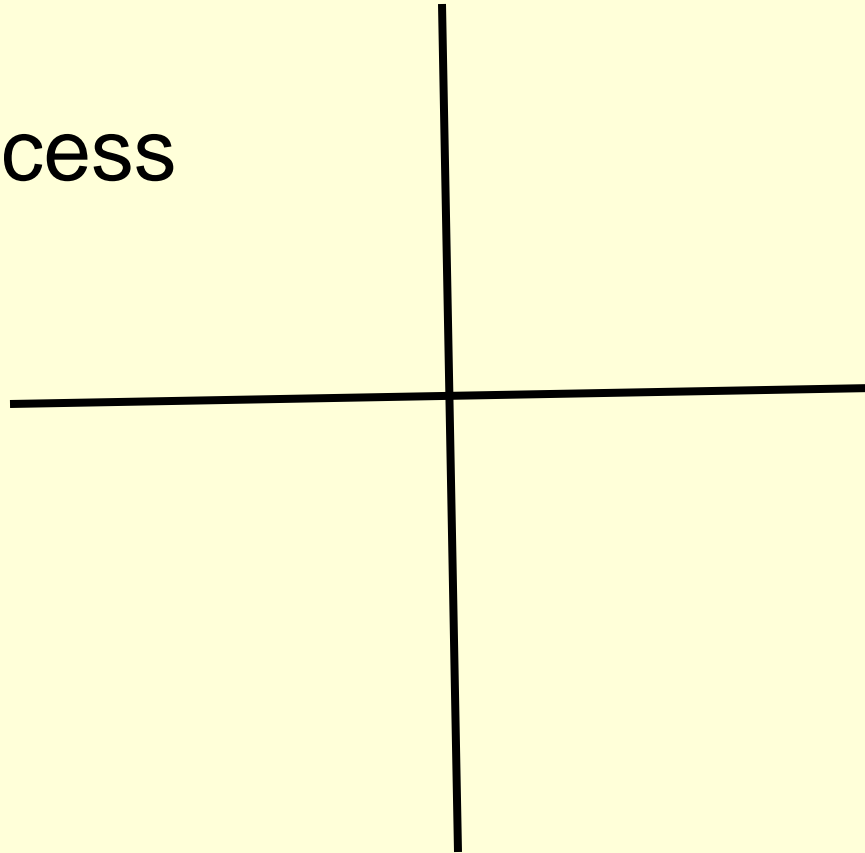
Action

Success

Thought

No
Thought

Inaction



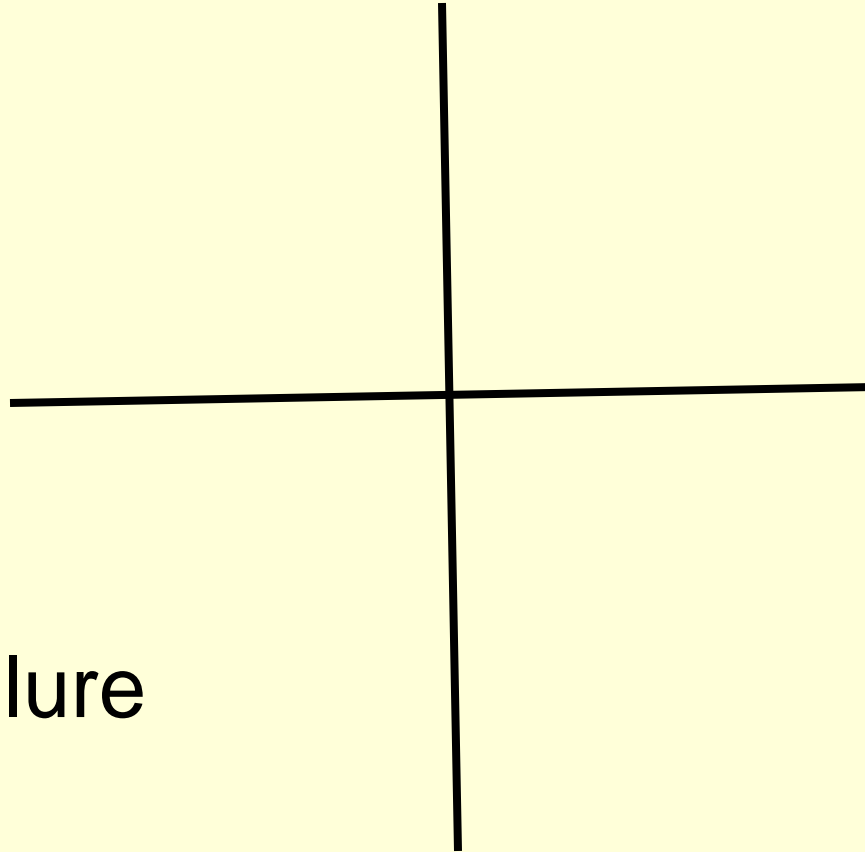
Action

Thought

No
Thought

Failure

Inaction



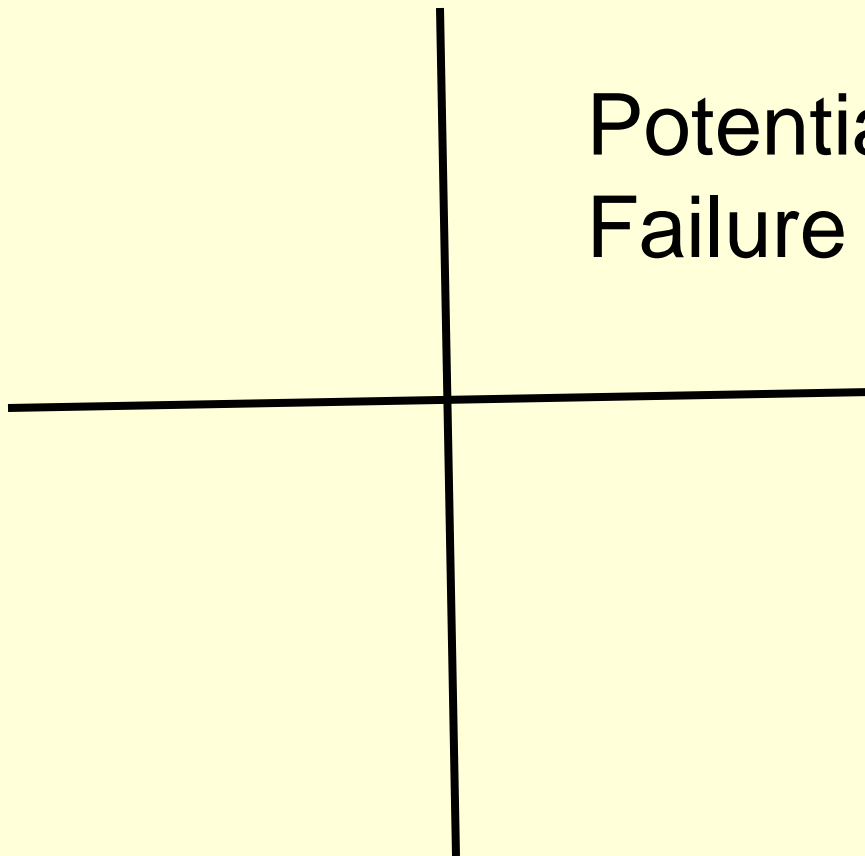
Action

Potential
Failure

Thought

No
Thought

Inaction



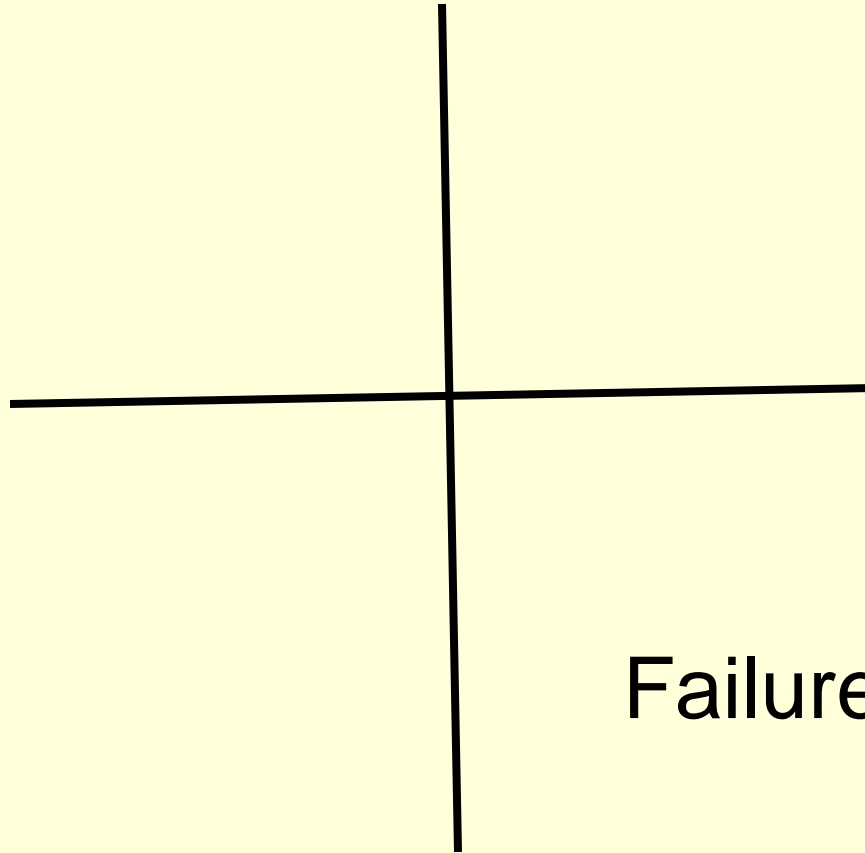
Action

Thought

No
Thought

Failure

Inaction



Action

Success

Potential
Failure

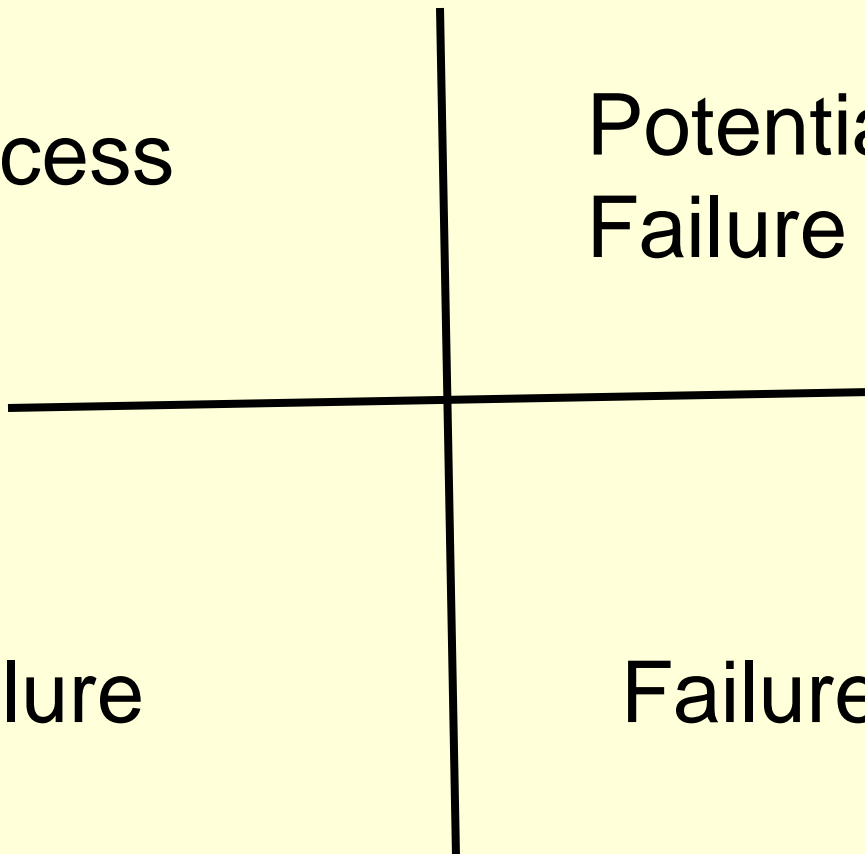
Thought

No
Thought

Failure

Failure

Inaction



Continuing with the characteristics

Direct, but, on the other hand . .

. .



Why Some People Are Afraid Of Talking On The Phone

- 1. Insecurity**
- 2. Social Awkwardness**
- 3. Distraction**
- 4. Ending the call**
- 5. Lack of control**

2. Generation Self-Esteem

- Self-importance and narcissism
- Inflated grades
- Independent spelling
- Schools have “specific programs to increase children’s **(unearned)** self-esteem”

How do you think this individual cope when they run into the wall of the reality of life?

I Am Special - Song

Shelley Lovett
childcareland.com

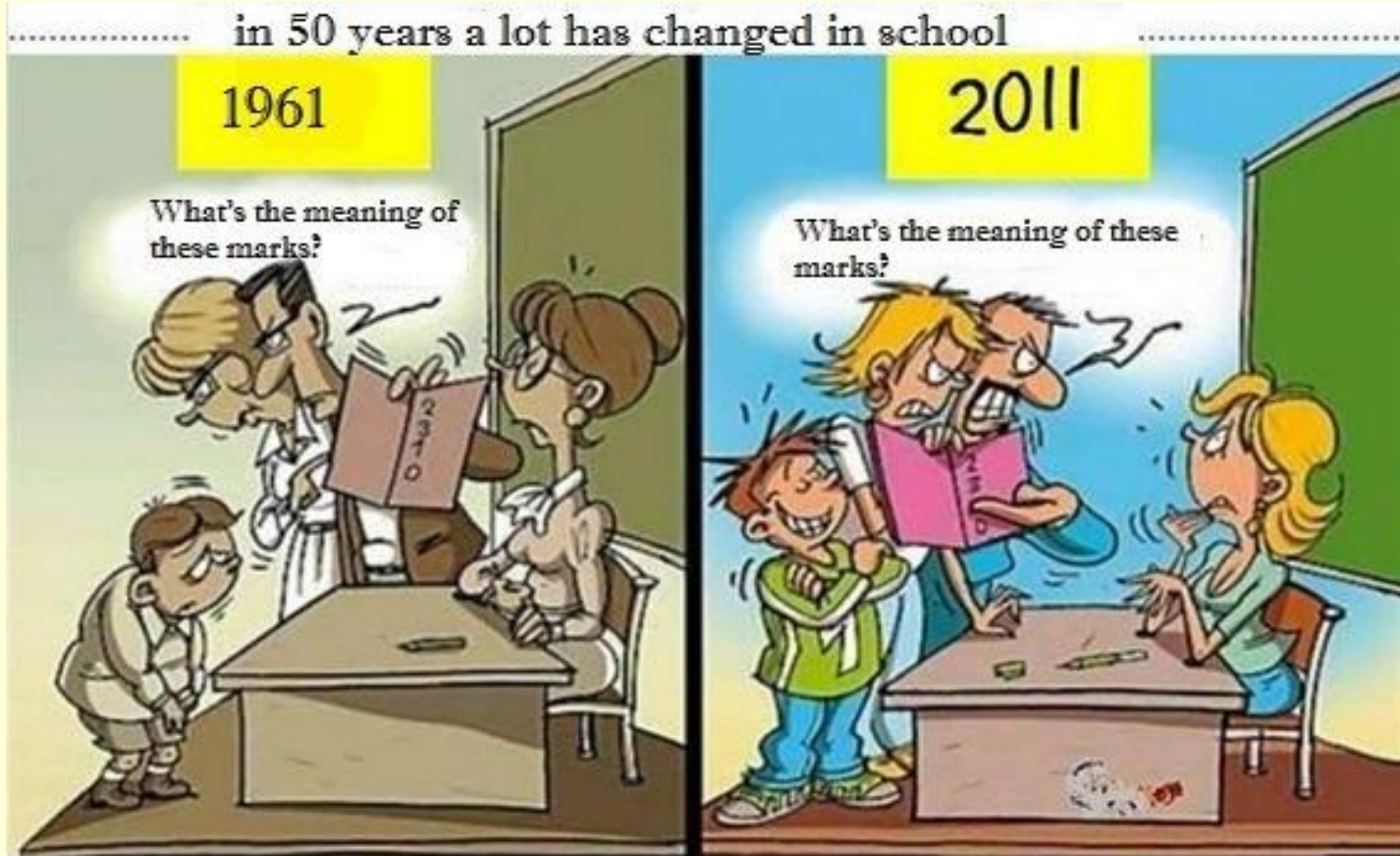
3. Generation Entitlement

They deserve everything right away.

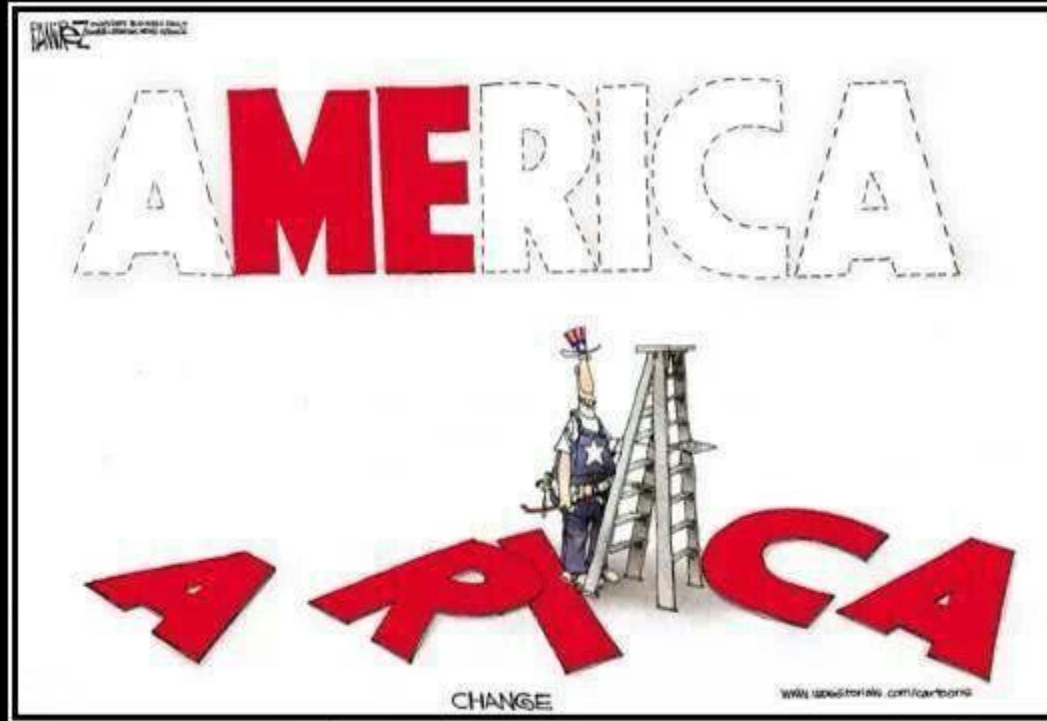
40 percent of college students agree with the statement: "If I show up to every class, I deserve at least a B"

What do you think?

3A



3B



ENTITLEMENT

An epidemic sweeping across the nation

motifake.com

4. Generation Thin-Skin

Doesn't respond well to criticism or differing opinions

What do you see as the impact upon the interview process?

5. Generation Dream-the-Impossible Dream

Everyone is not going to college

Everyone is not going to play in the NBA

Everyone is not going to be a movie star?

Everyone is not going to be the head of a large organization.

* “Bobby” the would-be banker

6. Generation Get an Education

A diploma rather than an education?

You tell me?

7. Generation Don't-Want-To-Be-Bored

TV characters have exciting jobs

Do something that you are passionate about

8. Generation It's-Not-My-Fault

Shortcomings are blamed on others:

teachers

coaches

law enforcement

principals

Why is this the case?

9. Generation Tough-to-Make-A-Living

College Costs

Starting a Career

Housing Costs

10. Generation Can't-Change-A-Thing

Dichotomy – can do anything, be anything meets cynicism that most things are beyond their control (because it has never been their fault) Why bother, work hard or strive.

What do you think will be the consequences?

My take on Interviewing Gen Me and why:

An Endless Stream of Lies

Application reading:
Chapter five