

5 Big Questions

Posted on [October 20, 2012](#) by [SeattleCoach](#)

I have a new client who inspires me. Michael is one of those twenty-somethings aka “Millennials” whom I wrote about earlier this year. He is a member of that most documented, photographed, bubble-wrapped, awarded and applauded of generations. (So far, that is.)

Here’s why Michael inspires me: Through his first seven years out of college, he has worked very hard and learned about money and business and relationships and himself. But every morning he goes to a cubicle inside of a traditional command-and-control company. Because he can’t imagine four more decades of work in this environment, he calls me and we hold a strategy session. I begin to ask him “5 Big Questions”:

- 1. What do you want more of?***
- 2. What do you want to offer customers and colleagues?***
- 3. How do you like to work?***
- 4. How do you want to be compensated?***
- 5. Who’s in your corner?***

And Michael answers like a Millennial “Everyman”: He tells me, “I want more complexity and opportunity to learn. I want to become expert and to be able to communicate my ideas well. I want to work with an energetic and respectful team. I want variety and I want acknowledgment that is specific and earned.” (Like most Millennials, Michael has figured out the “show-up-and-get-a-trophy” scam).

I pay special attention to the way Michael answers Question #5. According to Forbes last month, “More than twice as many Boomers than Millennials are doing any sort of offline (read: real world) networking to find employment.” They may have a thousand friends on Facebook and be more than a little isolated and socially unsure.

Every time a new client like Michael contacts me, I start with a free strategy session. Together we explore questions like these, and we find out if now is the time to dive into them. Give me a call if you think you’re ready for some big questions—and some significant next steps. Especially if you’re a thoughtful Millennial like Michael. I have a soft spot for you.

(And if you’re Michael’s boss, call me.)