PANEL SESSION: For Young Professionals, by Young Professionals

Presented by the Young Professionals Advisory Council of HFTP

Welcome to our YP panel

Moderator
Chris Begley CHTP
IT Manager
Hearsay Systems
Age: 31

Panelist
Andrew Buwalda CHAE
Regional Director of Finance & Analysis
Skyline Investments
Age: 32

Panelist
Christopher Contos
Account Manager
Evention
Age: 26

Panelist
Da Hyun Hwang
Front Desk Agent
Intercontinental Houston Medical Center
Age: 23
Responses from our survey of HFTP members

My encounters with many young professionals have been {that} they expect to {be} the boss almost immediately and don't understand that an education with no real life experience isn’t what makes you qualified to be in charge. I have found it very rare to find a young professional that understands they have to work up from the bottom to learn all phases of the department before they can be in a leadership role.

Responses from our survey of HFTP members

As a group, young professionals tend to want things "right now" vs putting in the time to earn things such as promotions, raises, etc. My perception is that they want to move up in the jobs and status much quicker than reality allows.
Responses from our survey of HFTP members

Don’t have much respect for them, not hard workers, think they are entitled, lazy.

They do know a lot about social media which I find to be helpful. Some are helpful with technology in general.

Responses from our survey of HFTP members

Demand flexibility with schedules and hours and working from home; will work exactly 8 hours a day or less (bc usually late, but will leave exactly at 5:00); need constant feedback and praise and reassurance; transient; easy to change mind; non-committal; on the phone constantly during work hours (for personal use)
Take away points for Seasoned Professionals working with YPs

- Work with YPs to create goals and objectives that align with their interests and career aspirations. Help communicate and build advancement opportunities.
- Be more open to flexibility. If a job can be done in different ways, consider taking a flexible approach in regards to how, when and where it’s done.
- YPs don’t take their jobs for granted, they simply seek mutual respect and open lines of communication.

Take away points for YPs working with Seasoned Professionals

- Show up, be punctual and present when at the office and during expected working hours
- Ask questions and listen. Let those with experience explain the “why” so that you can gain insight before making changes
- Unless the role calls for 100% remote work, take advantage of “in-office” or “on-site” time. Real face time cannot be replaced with Facetime (iPhone reference for those “seasoned” pros)
- Be a professional. Be patient.
Thank You