

Chapter 5

Considerations for Millennial Ascension

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ABSTRACT

Ascension is defined by the act of rising to an important position. This chapter identifies rationales, opportunities, and principles for millennial leaders to consider during the ascension phase. Essential points in this chapter include strategizing ascension, realizing opportunity within one's current role, and building credentials. In addition, the chapter also reassesses one's professional network, academic journey, and the notion of chasing a specific title. For millennials, the next step in their career is a cognitive choice that places ideals of lifestyle and work-life balance at the forefront of their decision to ascend. Millennial ascension is more about the impact on who they are serving over the effects on one's own career or finances.

INTRODUCTION

When should I leave? What is my next move? What are my must-haves in the next position? What am I willing to leave behind to ascend? What will I gain? What will I lose? All are common questions when considering a professional transition to the next level in your career. In these deep moments of thought and reflection, leaders tend to seek counsel from peers, colleagues, or friends on their aspirations to ascend. Some of your colleagues will suggest waiting a year before changing position or

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leaving the organization while others will argue against leaving before a full two years have been completed. Both perspectives of the argument have valid points, but the decision should be ultimately based on what your professional and personal needs are now. Particularly, among millennials, job changes happen often. The Bureau of Labor Statistics (2020) found 2.8 years is the median tenure for ages 25-34. To most specialists in the workforce, millennials may seem professionally impatient when compared to former generations. “Millennials do not develop organization commitment the same way that Baby Boomers have over the years” (Gouldner, 2016, p. 2). However, millennials see opportunities in advancing, transitioning, and moving to various locations. Unlike their generation x or baby boomer counterparts, who may decide to stay in with one company for 10 or more years.

“ALTHOUGH THERE IS NO MOVEMENT, THERE IS STILL ACTION!”

We see ascension as the act of rising to a higher and more important position. Technically the adjective rising is an action. If one aspires to ascend, although they may not be in the act of moving transitioning jobs or careers, they can prepare themselves for the next position in a plethora of ways. For example, continuing education and training, gaining access to a related professional network, and identifying a mentor are phenomenal ways to move up and advance your career professionally. More importantly, all the examples don’t require you to make a major change but will put you in space mentally and professionally for advancement.

Build Your Credentials: Employers, both current and future, often would like to see professionals in the field seek opportunities to develop themselves and others beyond the view of their job description and bullet point duties listed on their employee work performance form. If you feel your job or supervisor limits your impact, then seek out related opportunities within your field with other organizations that will not jeopardize your current standing within your job. For example, one can seek out membership and volunteer opportunities with an association or non-profit connected to their line of work. It’s also common for people in these groups to seek chairperson, executive, and leadership roles within these external organizations which not only looks good on your resume, but it holistically rounds out your experiences with internal and external experiences.

When reviewing your network, one should assess their connection to people within their current work environment, professionals in other organizations, and well-known leaders within the field. Majority of your leaders are connected to others

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