



# Cultivating the Millennial Resident

**Alison Dobbie MD**

Department Chairman

Professor of Family Medicine

The Glenn R. Mitchell General Medicine Chair

The Fine Family Academy of Educators

Department of Family & Community Medicine

Eastern Virginia Medical School



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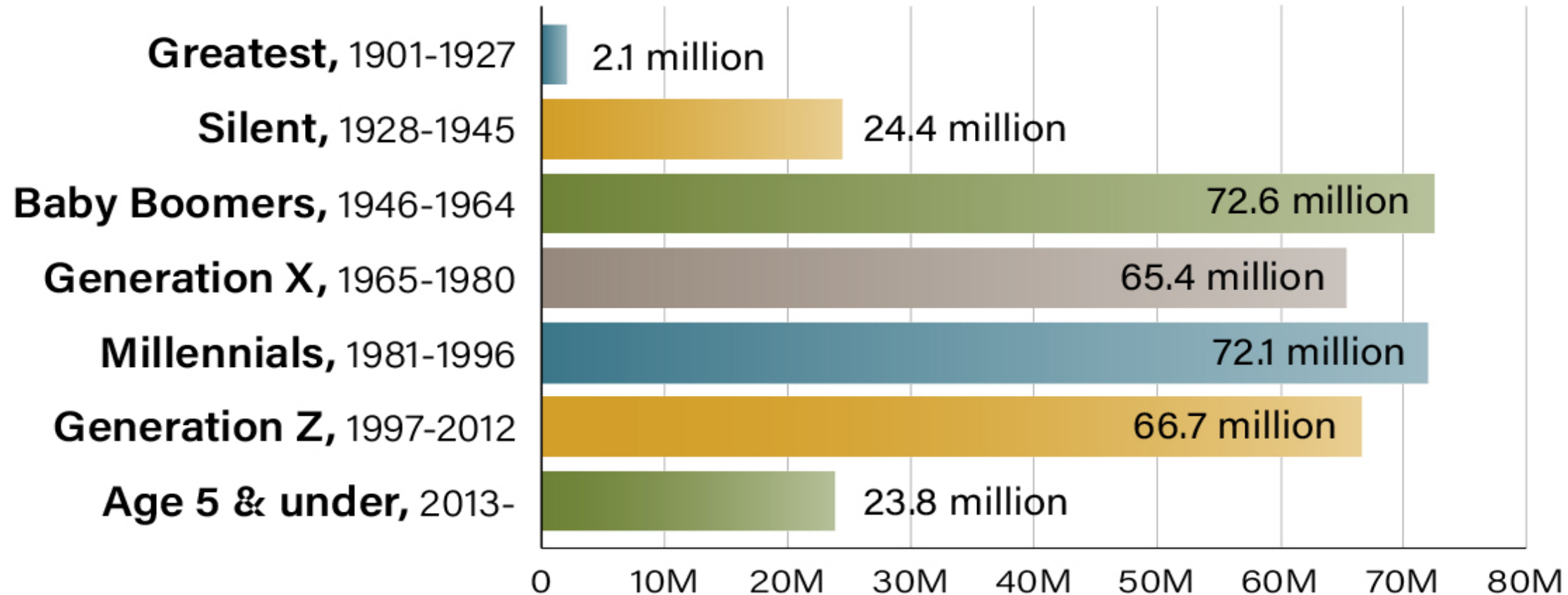
WEDNESDAY, FEBRUARY 19 - SATURDAY, FEBRUARY 22, 2020

# Disclosures

- I have none
- I wish I did



## GENERATION BIRTH YEARS



Source: U.S. Census Bureau, 2018 population estimates; Pew Research Center

\*Note: Demographers have not declared an official end point for Gen Z yet



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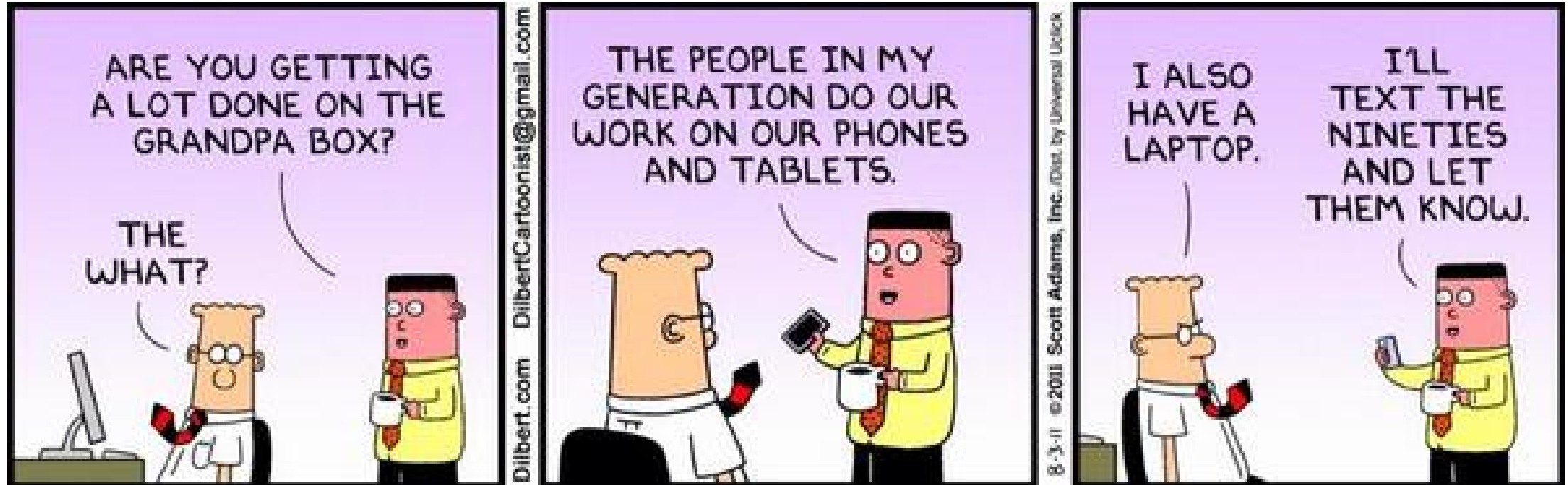
# What's a Millennial?

- Born since early 1980s
- Largest generation with Boomers – more than 75 million!\*
- Want meaning in their lives
- Sentinel events Sept. 11, ongoing war, the great recession
- Few unsullied heroes
- May have had “helicopter parents”
- Technology natives

\*Bendix J, Millennials in Medicine. Med Econ Nov 25, 2015



# Our Residents are Technology Natives



# Audience Poll - Program Directors, which of the following best describes your position on mobile devices?

If they are a distraction

If they are an essential

If they are an improvement in care efficiency

If you want beepers back

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# Millennials in Health Care

- 25% of AAFP members are 39 and younger
- Digital technology / social media natives
- Work to live not live to work
- Question authority, hierarchy and established procedures
- Tend to like structure and direction
- Want attention

\*Bendix J, Millennials in Medicine. Med Econ Nov 25, 2015





# 7 Tips for Teaching and Learning from Millennials\*

1. Understand generational differences
  - Try to avoid “back in my day...” references
2. Share some of yourself – in person social networking!
3. Celebrate their digital supremacy and learn from them!



\*Roberts DH et al. Twelve tips for facilitating Millennials' Learning. Med Teach 2012; 34:274-278



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# 7 Tips for Teaching Millennials

4. Guide learning towards complex thinking and processing skills (“beyond Google” learning)
5. Actively include them in teams
6. Give them attention, direction and feedback
7. Set clear goals and recognize success



## Case: Facebook Friends with Dr Congeniality

A competent, likeable third year resident is planning his move to private practice in 9 months' time. You discover that he has friended at least 6 of his (older) patients on Facebook. When challenged, he simply states "I'm hoping they'll come with me to my new practice, and it's a great way to stay in touch with patients."



What are the some of the issues here?  
How would you handle this one?



# What about “Okay Boomer!”



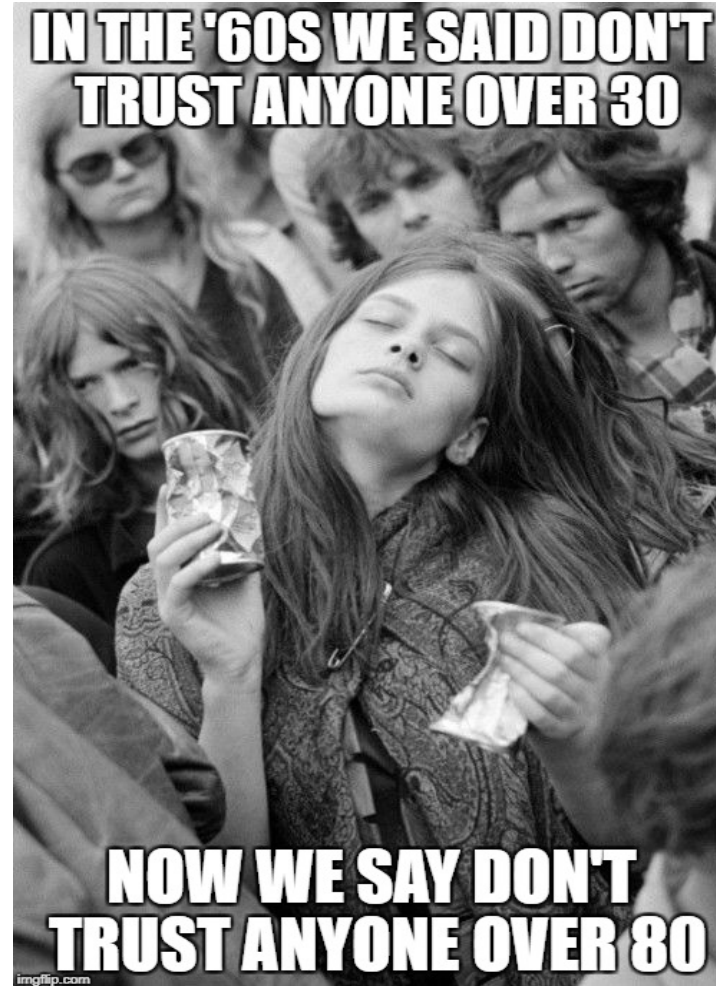
Chloe Swarbrick, 25, New Zealand MP  
Speaking about the Zero Carbon Bill, the average age  
of the NZ Parliament (49), and silencing a heckler

My opinion – not really ageist –  
more about increasing economic,  
environmental, and social anxiety,  
and the feeling that baby boomers  
are leaving younger generations  
to clean up their mess.





# Thanks from this Boomer.....!



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# Audience Poll - Which of following scenarios best describes your prediction on the future of training residents?

Will need to add more positions to accommodate for “Work to live” mentality

Plan for more virtual teaching thru web-based platforms which will result in drastic decline in human relationships and interactions

Expect further imbalance between IQ/EQ which will add social mentoring and interprofessionalism as a core competency to medical education

Everything is great and training students and residents is easy

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