

# Professor publishes for 20-somethings

TAYLOR WELLS  
STAFF WRITER

"My manager just hates me."

"No one takes me seriously at work because I'm so young."

"I can't get a job because I don't have experience, but I can't get experience since I don't have a job."

If any of these common gripes have crossed your mind—or your Twitter feed—during your college-age work experience, you are not alone, and not necessarily the one to blame. Believe it or not, dissimilarity in values due to age differences may be getting in the way of a peaceful work environment. The good news is that Concordia's Dr. Chip Espinoza, Academic Director of Organizational Psychology and author, is a published expert in the psychology behind generational conflict in the workplace. Published in July of 2014, Espinoza's second book, "Millennials @ Work," examines this tension and offers practical solutions. The subtitle sums it up: "The 7 Skills Every Twenty-Something (And Their Manager) Needs to Overcome Roadblocks and Achieve Greatness."

Espinoza describes organizational psychology as "applying psychology to the workplace." As a long-time professor of students in both the 1990s and 2000s, Espinoza noticed different behaviors between students of each decade and decided to study this detail-oriented, non-submissive, nonconformist age group called the "Millennials." In this context, Millennials refers to members of Generation Y, which is comprised of people born roughly between 1983 and 2001, though Espinoza noted "in generational analysis, the years picked are really sensitive. It's not an exact science."

Espinoza maintains that Millennials face a unique set of challenges in entering the workplace. He warns us, first and foremost, to "prepare for culture shock" when starting out as a young professional. "Most of the authority figures in their lives up until this point are for them and they want to see them succeed... When they get into the working world, odds are they're getting a manager who really is not concerned with their personal success," he ex-

plained.

This lack of concern from superiors might not be anything personal, but rather a result of common pre-judgments about the age group. "Understand that the roadblocks that you're going to face can be the result of the way your generation is perceived in the workplace," Espinoza said. According to his research, one of the most prominent perceptions of Millennials is that "they are entitled, and that they feel they deserve something." His book explains that one way Millennials can overcome this perception is by making a conscious effort to express gratitude and appreciation. "Millennials @ Work" is full of these helpful tips, organized into seven concrete skills every young professional should master, as well as a full chapter called "The Top Five Mistakes Millennials Make @ Work."

Something that may not come as a shock to twenty-somethings, Espinoza found that "the number-one challenge that Millennials face is a lack of experience." He recommends overcoming this by "tapping into the experience of others." He notes that Millennials are the first generation to be able to access information without needing an authority figure, but that this should not replace mentoring relationships with superiors. "You need to get proactive and go find people that have experience in the areas that you want to learn... and try to learn from their experiences," Espinoza said.

In 2010, Espinoza co-authored "Managing the Millennials," which was written to equip managers with the knowledge and skills to tackle the generational tensions as Millennials began to take up entry-level positions in their companies. While "Managing the Millennials" is primarily geared toward current managers, and "Millennials @ Work" is for new professionals, Espinoza is working on a third book with the working title "Millennials Who Manage." This work will focus on Millennials promoted into management, and how that generational shift will affect workplace dynamics and relationships.

For more information on Millennial research studies, "Millennials @ Work," or Concordia's Organizational Psychology program, contact Espinoza at [chip.espinoza@cui.edu](mailto:chip.espinoza@cui.edu), or visit [chipespinoza.com](http://chipespinoza.com).

## Dr. Espinoza's Five Skills Twenty-Somethings Need to Master

### 1. Learn how to speak with authority figures.

– Communicate in your manager's preferred medium (i.e. email, phone, text, etc.); keep it respectful and professional.

### 2. Learn how to show appreciation.

– Thank-you cards go a long way in the working world.

### 3. Ask what is expected of you.

– Ask for details, and then double-check you got them right. Don't assume you know what they mean.

### 4. Ask for evaluation feedback.

– Don't be defensive—be receptive. Constructive criticism can always help, and asking for it shows maturity.

### 5. Build relationships with older professionals.

– When you don't have your own experience, learn from others.

# A workout's a workout, no matter how small

JONATHAN SERRANO  
STAFF WRITER

To promote healthy living, Concordia offers a free gym for all students to use. Located in Sigma Square, CU Active operates from 9 a.m. to 8 p.m. Monday through Friday and 3 to 8 p.m. on Saturday.

The machines offered are spread across two rooms: one for cardio and one for lifting. The cardio room holds two treadmills and two elliptical machines while the lifting room has machines that work all the major muscle groups. What makes the cardio room special is that the machines generate energy while in use. Similar to how a windmill generates power when wind hits it, the treadmills and elliptical machines generate power when they are pushed into motion.

The lifting room, while small, is dense with tools. For chest workouts, there is the chest press and the dip station. For shoulder workouts, there is the shoulder press. For back workouts, there is the lat pulldown and mid row machines, as well as the Roman chair. Don't forget leg day with the leg extension, leg press and leg curl machines.

Before being able to use the facilities, students must sign a health waiver. CU Active wants to ensure that all users are healthy prior to entering and will remain healthy throughout their workout. Once the waiver is signed, the new member will receive a membership card. This card is needed whenever using CU Active and does not ever need to be renewed.

Even though the rooms at CU Active are small and the machines are minimal, it is still enough to push for a hard workout. José Gonzalez, freshman student worker at CU Active, said "the typical person comes in for 30 to 45 minutes and leaves covered in sweat."

If you are unsure of what workouts to do,

do not be afraid to ask the worker at the desk. They know how all the machines work and want to help. "I wanted to work here because I love seeing people live a healthier lifestyle," Gonzalez said.

Some students are taking advantage of this free membership, but for the most part, many don't even know it exists. CU Active student

worker Megan Hansen, senior, said that the gym is empty for most of the afternoon. "I don't know why it's empty all day. It's easy to come in, work out fast and hop in the shower right after," Hansen said. Jonathan Rowell, junior, is one of the few who does go. "There's not much, but it's better than nothing," Rowell said.

Consistency is key for healthy living, so for

the times when leaving campus for a large gym is not an option, CU Active is a great alternative. "Trying to get in a good workout when you are carless can either be really expensive or you can just use [CU Active]," said Adam Salcido, freshman.

Save money on gas and taxis and try out CU Active, staying fit from the comfort of campus.

