

Transcript #3: May 26, 2010 #GenYChat

1:02 am **WriterChanelle:** Annnnnnd it's time!!! Who's here? #GenYChat

1:02 am **GenyChat:** Annnnnnd it's time!!! Who's here? #GenYChat

1:03 am **tylerdurbin:** I'm happy to be here tonight. It's been several weeks but you caught be on a good night! Let's get started!! #genychat

1:03 am **katharinagerste:** Present!!! #GenYChat

1:04 am **katharinagerste:** RT @GenyChat: Annnnnnd it's time!!! Who's here? #GenYChat

1:05 am **TerrenceWing:** Hi all. Sorry I missed last chat. Looking forward to tonight's #genychat

1:06 am **GenyChat:** Hello hello! Welcome! @tylerdurbin @katharinagerste #genychat

1:06 am **WriterChanelle:** @tylerdurbin Glad I caught you. Lol. Have some virtual dip and chips until everyone arrives. Lol #genychat

1:06 am **NahumG:** @GenyChat #GenYChat I'm here

1:07 am **katharinagerste:** I'm getting real-time search results at TweetGrid <http://tweetgrid.com/> #GenYChat

1:07 am **lizziepauker:** Participating in #GenYChat! Let's see what I learn tonight...

1:07 am **GenerationMeh:** @GenYChat Present and accounted for #GenYChat

1:07 am **GenyChat:** Yay!! *passes virtual dip and chips* @GenerationMeh @nahumg #GenYChat

1:08 am **katharinagerste:** Hi to everyone in #GenYChat

1:08 am **GenyChat:** Welcome! @lizziepauker #GenYChat

1:09 am **katharinagerste:** It's nearly Happy Friday!!! Yay!!! #GenYChat

1:09 am **marciamarcia:** Yay!! *passes virtual dip and chips*
@GenYChat @GenerationMeh @nahumg #GenYChat

1:10 am **GenyChat:** Could everyone please introduce themselves. Name + what you're interested in learning tonight #GenYChat

1:10 am **katharinagerste:** @BLKMGK01 Are you stepping into #GenYChat

1:11 am **rblake:** Notice: About to enter the twitter chat #GenYChat - Turn off your Phone tweets "Off @rblake" for about an hour. Thanks! Tweet me! :P

1:12 am **NahumG:** RT @marciamarcia Yay!! *passes virtual dip&chips* @GenYChat @GenerationMeh #GenYChat -> Sorry, don't eat chips &dip, bt I've brought carrots

1:12 am **tylerdurbin:** Hey everyone I'm Tyler Durbin from <http://GenYJourney.com>. Id like to hear what is important to you on the first day of a new job. #genychat

1:12 am **WriterChanelle:** My name is Chanelle. This is my other account. I run the chat from @GenYChat but feel free to reply to this name #GenYChat

1:12 am **katharinagerste:** Apologies for the excessive tweets, stepping into #GenYChat

1:13 am **marciamarcia:** @GenYChat I work with orgs to develop collaborative cultures. CrossGen issues come up often. Love learning more. #genychat

1:13 am **WriterChanelle:** My interest in starting this chat grew out of a frustration from seeing constant generalizations that did not represent my reality #GenYChat

1:14 am **katharinagerste:** Hi my name is Kat and I'm interested in demystifying some of the common misconceptions about #GenY #GenYChat

1:14 am **GenyChat:** @rblake Hello there! Glad to see you #genychat

1:14 am **TerrenceWing:** I help organizations develop their Leaders. I'm willing to learn anything that makes me smarter than yesterday. #genychat

1:15 am **rblake:** I have a blog: rblake.tumblr.com that relates recent college grads views on finding their dream/perfect job. Thanks @GenYChat #genychat

1:15 am **lizziepauker:** My name is Lizzie and I'm always interested in understanding people's perception of GenY & where we fit in the workforce. #genychat

1:15 am **marciamarcia:** @nahumg That's why I like it being virtual (not a big chip dipper or carrot dipper myself). Enjoy virtually sitting next to ya. #GenYChat

1:15 am **GenyChat:** Don't be shy! Let us know who you are #GenYChat The questions will start soon.

1:15 am **AllieASmith:** Hi I'm Allie, I am a part of Gen Y and read an article about how we are the generation of why me? #genychat

1:16 am **katharinagerste:** I represent the voice of #GenY from around the mid 80's early 90's era #GenYChat

1:16 am **blogging4jobs:** My name is Jessica and I'm co-moderator of #jobhuntchat & Job Search Secrets webshow.<http://bit.ly/dAXF6T> #genychat

1:16 am **lizziepauker:** Personal disclaimer to #genychat goes... I'm a champion of critical thinking and help hr folks find selection & development solutions.

1:16 am **blogging4jobs:** @genychat how many questions do we have tonite? #genychat

1:17 **marciamarcia:** RT @WriterChanelle My interest igrew out of a frustration from seeing constant

am generalizations that did not represent my reality #GenYChat

1:17 am **lizziepauker:** #GenYChat @GenYChat - just for clarification when does GenY end and Millennials begin?

1:19 am **WriterChanelle:** @lizziepauker Thank you for leading us into the first question! #GenYChat

1:19 am **katharinagerste:** According to Wikipedia from 1979 to June 1995 #GenYChat

1:19 am **TMODOM:** @lizziepauker Gen Y and Millennials are names for the same generation #GenYchat

1:20 am **edupov:** #GenYChat - we dont subscribe to generational discontent, nor digital divides ...best we focus on less time stamping.

1:20 am **GenyChat:** Q1. Can we define GenY by a decade (1980-2000) or is it about personality? #GenYChat

1:20 am **lizziepauker:** @WriterChanelle - I do what I can! :) Hope that was a planned question & that i'm not starting us off on a tangent! #genychat

1:20 am **TerrenceWing:** RT @GenyChat: Q1. Can we define GenY by a decade (1980-2000) or is it about personality? #genychat

1:21 am **katharinagerste:** #GenY on Wikipedia http://en.wikipedia.org/wiki/Generation_Y #GenYChat

1:21 am **NahumG:** @katharinagerste I thought that millenials is the same as GenY... #GenYChat

1:22 am **katharinagerste:** @NahumG That's correct, also referred to as Millenials or Generation Next #GenYChat

1:23 am **TerrenceWing:** Timelines do represent shifts in cultural norms. Some shifts are more dramatic than others #genychat

1:23 am **katharinagerste:** RT @GenyChat: Q1. Can we define GenY by a decade (1980-2000) or is it about personality? #GenYChat

1:23 am **blogging4jobs:** RT @NahumG: @katharinagerste I thought that millenials is the same as GenY... #GenYChat

1:23 am **SocialDivo:** Can we define GenY by a decade (1980-2000) or is it about personality? #GenYChat << By age, you cannot transpose unique youth experiences

1:23 am **NahumG:** @hogcatch I am in a chat with & abt millenials/genY see #GenYChat

1:24 am **blogging4jobs:** Q1 I think it depends on personality. I'm Gen Y but am born in Gen X. #genychat

1:24 am **tylerdurbin:** "Generations" are measured by years/age. To do it by personality categorize by characteristics i.e. tech-savvy or entrepreneurial #genychat

1:25 am **katharinagerste:** It's dependent on so much, our up-bringing, social circumstances, personality, place you live etc #GenYChat

1:25 am **TerrenceWing:** Q1: Generational culture is often shifted by technology (ie Automobile, Television, Internet, Social Media) #genychat

1:25 am **AllieASmith:** Q 1 It is definitely a decade #genychat

1:26 am **tylerdurbin:** Q1: We have to understand the label gen-y, gen-x is a direct reference to our age. Society tends to associate label with these tho #genychat

1:26 am **rblake:** Q1: Technically no, but I think the generation Y is more of a concept and not a specific year you were born in (age). #genychat

1:26 am **NahumG:** @tylerdurbin GenY personality also include many other things, e.g., dislike hierarchies, more collaborative, multitasking,... #genychat

1:27 am **TerrenceWing:** @AllieASmith Every 20 years is about the norm for the emergence of a new generation. #genychat

1:27 am **GenyChat:** Q2. Is there a right and wrong to social networking? #GenYChat

1:27 am **NahumG:** I feel quite GenY in spite of my chronological age... #genychat

1:27 am **tylerdurbin:** @NahumG Of course. It's just tough to list every single label in a 140 character response. #genychat

1:28 am **tylerdurbin:** AGREED! RT @rblake: Q1: I think the generation Y is more of a concept and not a specific year you were born in (age). #genychat

1:29 am **carrieyoung:** Regarding Millennials, here is Socialcast's analysis on the generation gap in the workplace:<http://bit.ly/bNLkCZ> #GenYChat

1:29 am **hogcatch:** #genychat First generation to not face social struggle on the scale of any previous 1!

1:29 am **tylerdurbin:** Q2: The right way to do any type of networking is to be genuine (online or offline) #genychat

1:30 am **TerrenceWing:** Some cling 2 their generation, some cling 2 their race, some cling 2 their nationality. We all should cling 2 our accomplishments #genychat

1:30 am **NahumG:** Social networking- you mean social media or social networking in general even if it's the result of F2F contact? @GenYChat #GenYChat

1:30 am **NahumG:** RT @carrieyoung: Regarding Millennials, here is Socialcast's analysis on the generation gap in the workplace: <http://bit.ly/bNLkCZ> #GenYChat

1:30 am **rblake:** Q2: Yes definitely. There are multiple ways people can misuse Social Media. Companies do it everyday *cough* @flyfrontier #genychat

1:30 am **katharinagerste:** I like to thk of us as havng a generational culture, and being a grp of ppl with shrd experiences pertinent to our place in time #GenYChat

1:31 am **katharinagerste:** My post from last time and I strongly believe that this is relevant to all generations #GenYChat

1:31 am **GenyChat:** Q3. GenX'ers and Boomers: How did you conduct your job search in your 20's? #GenYChat

1:32 am **GenyChat:** @nahumg I specifically meant networking using social media tools #GenYChat

1:32 am **rblake:** Q3: Networking, Networking, Networking, Online Job Search, Online Job Search, Online Job Search, Did I say Networking? :P #genychat

1:33 am **NahumG:** @GenyChat Q3- used to be an academic & found a job thru a friend #GenYChat

1:33 am **TerrenceWing:** Q3 Not everyone had a computer so Fax machines and mail were methods to distribute resume #genychat

1:33 am **StonyRiver:** @katharinagerste ~ seen the Vid here Kat? <http://www.gen-we.com/> #GenYChat ~ XYZ a bit silly don't you think?

1:33 am **lizziepauker:** There is a right & wrong way 2 use social media. I'm still trying 2 figure it all out. General rule of thumb: always be authentic! #genychat

1:34 am **katharinagerste:** Apparently there is also another name for us #GenerationWe. There is a great video here<http://www.gen-we.com/> #GenYChat

1:34 am **WriterChanelle:** RT @blogging4jobs: Q1 I think it depends on personality. I'm Gen Y but am born in Gen X. #genychat

1:34 am **rblake:** @lizziepauker Exactly. Don't get the Twitterverse against you, because it's a force to be reckoned with :) #genychat

1:35 am **WriterChanelle:** Interesting categorization there RT @GenerationMeh: Gen Y is purely demographic, but "Millennial" is attitudinal. #GenYChat

1:35 am **blogging4jobs:** RT @katharinagerste: Apparently there is also another name for us #GenerationWe. great video here<http://bit.ly/11Siv> #GenYChat

1:35 am **hogcatch:** @GenerationMeh #genychat That is "economic" nothing like the social upheaval of 60's-80's! Berlin wall marked dramatic change in that!

1:36 am **katharinagerste:** RT @lizziepauker: There is a right & wrong way 2 use social media. I'm still trying 2 figure it all out. General rule of thumb: always be authentic! #genychat

1:36 am **RossLeadership:** Fax machines! LOL RT @GenYChat Q3. GenX'ers and Boomers: How did you conduct your job search in your 20's? #GenYChat

1:36 am **marocmama:** @GenerationMeh that is a VERY interesting concept! in what ways?? #genychat

1:36 am **blogging4jobs:** RT @NahumG: @GenyChat Q3- used to be an academic & found a job thru a friend #GenYChat

1:37 am **BreannePH:** RT @lizziepauker: There is a right & wrong way 2 use social media. I'm still trying 2 figure it all out. General rule of thumb: always be authentic! #genychat

1:37 am **lizziepauker:** @rblake -I hope the twitterverse won't turn on me! I'm the 1st to say I'm GenY & don't know what I'm doing on here! trying tho! #genychat

1:37 am **LandDDave:** Saw some people I follow participating, so I thought I'd drop into the #genychat while I watch the #Mets win their 5th straight. #genychat

1:37 am **TerrenceWing:** @RossLeadership Hard to imagine that we lived in households that didn't have computers #genychat

1:37 am **hogcatch:** #genychat Electronic connectivity truly identifies this group for me! Not sure about ftf skills? Seem to struggle in that area?

1:37 am **blogging4jobs:** Q3 I didn't actually use the internet until in college for my first term paper. jobs found by applying at brick & motar locations #genychat

1:37 am **WriterChanelle:** Why's that? RT @NahumG: I feel quite GenY in spite of my chronological age... #genychat

1:38 am **summer_goodwin:** Q2. Updates can be 2 personal. It's important to ask yourself, if i read this in a newspaper with my name on it, would I feel ok? #genychat

1:38 am **hogcatch:** RT @katharinagerste: I like to thk of us as havng a generational culture, and being a grp of ppl with shrd experiences pertinent to our place in time #GenYChat

1:38 am **blogging4jobs:** didn't actually use a fax until during college. Snail mail was the way of the 90's. #genychat

1:39 am **TerrenceWing:** Hey @LandDDave Some call that digital stalking LOL #genychat

1:39 am **WriterChanelle:** What's a fax machine? KIDDING! Lol RT @TerrenceWing: Q3 Fax machines and mail were methods to distribute resume #genychat

1:39 am **AllieASmith:** @GenYChat I conduct my job search through networking and through online resume collections but am now a new grad with no job yet #genychat

1:39 am **RossLeadership:** @ TerrenceWing. It was fax machines or AOL. #genychat

1:39 am **OwlAsylum:** @summer_goodwin I would say there is necessary bonding that should occur. As it was last week, think relationships, not numbers #Genychat

1:39 am **GenerationMeh:** @marocmama Can't do it justice in 140 characters, but I've written about it in detail here:<http://tinyurl.com/27ekbjn> #genychat

1:39 am **LandDDave:** RT @TerrenceWing: Hey @LandDDave Some call that digital stalking LOL < I stalk with pride! #genychat

1:40 am **blogging4jobs:** jumping off #genychat to send @ryleighmerrell to bed & then calling my friend, @jenx1967 #genychat

1:40 am **GenyChat:** Q4. GenY'ers: What do you *really* need a company to have in order to work with them? #GenYChat

1:41 am **TerrenceWing:** @RossLeadership In college they had a lab where we used the computers but few students had them personally #genychat

1:41 am **marocmama:** @GenerationMeh cool i'm reading! #genychat

1:41 am **lizziepauker:** No matter ur generation or technologies out there, you're only as good as ur network. Networks r amazing resources 4 any job srch #genychat

1:41 am **marocmama:** @GenyChat benefits and flexibility #genychat

1:41 am **LandDDave:** RT @GenyChat: Q4. GenYers: What do you *really* need a company to have in order to work with them? #genychat

1:41 am **GenerationMeh:** @hogcatch Were I a futurist, I'd say present & future upheaval will be driven by economics & environment vs. geopolitics of old. #genychat

1:42 am **GenyChat:** @LandDDave Welcome! Thank you for joining #genychat

1:42 am **katharinagerste:** @hogcatch I don't agree with that at all, I think the f2f communication thing is more to do with up-bringing and personality #GenYChat

1:42 am **TerrenceWing:** RT @GenyChat: Q4. GenYers: What do you *really* need a company to have in order to work with them? #genychat

1:42 am **katharinagerste:** I know people from older Gens who have no idea how to communicate f2f #GenYChat

1:42 am **rblake:** Q4: Can't honestly answer that question. I just interviewed for some jobs, would hate for them to be SM Stalking me :P JK! #genychat

1:43 am **OwlAsylum:** @TerrenceWing Just graduated. Although there are many students without, and late nights in the lab, there are many with there own. #genychat

1:43 am **GenyChat:** Please remember to respond to each question with the question number. Example: "Q4. (this is my answer)" #GenYChat

1:43 am **RossLeadership:** RT @GenyChat: Q4. GenY'ers: What do you *really* need a company to have in order to work with them? #GenYChat

1:43 am **NahumG:** RT @katharinagerste: I know people from older Gens who have no idea how to communicate f2f #GenYChat > sure it's not generational!

1:43 am **katharinagerste:** RT @GenyChat: Q4. GenY'ers: What do you *really* need a company to have in order to work with them? #GenYChat

1:43 am **marocmama:** @GenyChat Q4 particularly healthcare benefits #genychat

1:44 am **TerrenceWing:** @WriterChanelle Don't make me feel so old. I am proud to be 40. It's the new 20 didn't you get that tweet #genychat

1:44 am **blogging4jobs:** @grumbje no longer but that was the way the world worked back in the day. spent a fortune on stamps & resume paper back then #genychat

1:44 am **rblake:** @NahumG It's not generational. I know people in GenY or right b4 that have no idea how to communicate with us. Bad SM practices. #genychat

1:45 am **WriterChanelle:** @TerrenceWing LOL! Great. That means I have a long time yet to figure out this life thing, right?? #genychat

1:45 am **marocmama:** @blogging4jobs resume paper...what's that?? ;) #genychat

1:45 am **NahumG:** @rblake I said it is not generational!! #genychat

1:45 am **hogcatch:** @katharinagerste #genychat Had you lived in 60's-70's you would get my point! It's just a transition in opportunity is all I'm saying!

1:45 am **katharinagerste:** Q4: Flexibility for attending to family matters e.g sick child - some work places make you feel bad about this #GenYChat

1:45 am **jenbaty:** What *are* the official gen breakpoints? RT @blogging4jobs: Q1 I think it depends on personality. I'm Gen Y but am born in Gen X. #genychat

1:45 am **lizziepauker:** Q4 -Call me picky but I gotta believe in the co & their mission. Also doesn't hurt to have a good rep w/ past & present employees. #genychat

1:46 am **bikespoke:** RT @NahumG: RT @carrieyoung: Regarding Millennials, here is Socialcast's analysis on the generation gap in the workplace: <http://bit.ly/bNLkCZ> #GenYChat

1:46 am **NahumG:** @rblake But, if u r fr a dif gen there r usually more differences and usually this MIGHT influence the inter-gen interaction #genychat

1:47 am **marocmama:** RT @katharinagerste: Q4: Flexibility for attending to family matters e.g sick child ...#GenYChat oh i fully agree with this!

1:47 am **SebabiSays:** Q4: To have options & choices, which allows for freedom, and overall to be in control of your destiny. #GenYChat

1:47 am **hogcatch:** @GenerationMeh #genychat Social upheaval of my youth was driven by 100 yrs of frustration exploding into dramatic social revolution!

1:47 am **LandDDave:** Q4) I wonder how many millenials would turn down a job that wasn't 'plugged in' enough if that's how they're wired personally #genychat

1:47 am **marocmama:** Q4 my issue is if i can do my work from home and i need to be at home..let me work from home!! #genychat

1:47 am **TerrenceWing:** @marocmama It actually cost money to conduct a job search back in the 80's. #genychat

1:48 am **rblake:** @NahumG Misread your tweet! I think SM is a skillset. You learn properly or improperly. My gen can have the same prob as others. #genychat

1:48 am **GenyChat:** Q5. What other social media tools should we be using to be marketable in this economy? #GenYChat

1:48 am **marocmama:** @LandDDave i would - if a company isn't tech savvy it's soooo hard! #genychat

1:48 am **OwlAsylum:** @TerrenceWing Thank you! Slowly losing its luster, but definitely not the easiest of my feats so far. #genychat

1:48 am **TerrenceWing:** @SebabiSays What happens if you find different in the companies you work for? That is a tall order. #genychat

1:49 am **hogcatch:** @GenerationMeh #genychat Women's Rights & Racial Intigration were HUGE issues ignored for far too long!

1:49 am **katharinagerste:** RT @marocmama: Q4 my issue is if i can do my work from home and i need to be at home..let me work from home!! <---- AMEN!!!!!! #GenYChat

1:50 am **TerrenceWing:** @GenyChat Q5 It's not a matter of more tools, it is more a matter of how you use those tools already available #genychat

1:50 am **LandDDave:** RT @GenyChat: Q5. What other social media tools should we be using to be marketable in this economy? #genychat

1:51 am **GenerationMeh:** @hogcatch I'm not quite sure what 20 years of angsty navel-gazing will explode into. Nothing half so dramatic as that, I imagine. #GenYChat

1:51 am **katharinagerste:** RT @TerrenceWing: @GenyChat Q5 It's not a matter of more tools, it is more a matter of how you use those tools already available! #GenYChat

1:51 am **marocmama:** Q5 I think there are a lot of companies who are not in the sm curve enough yet to appreciate what we bring to the table #genychat

1:51 am **rblake:** @GenyChat Q5: Tools? Or Sites? Definitely listen to those who know how to market it. It's more than just a tweet or a fan page. #genychat

1:51 am **lizziepauker:** @LandDDave -Millennials will absolutely turn down a job that's not "plugged in" enough for them. just not in this economy... #genychat

1:51 am **NahumG:** @GenyChat Q5- it is not just tools, it's also the network u bring in w/u and the way of work/life #GenYChat

1:51 am **katharinagerste:** RT @GenyChat: Q5. What other social media tools should we be using to be marketable in this economy? #GenYChat

1:52 am **RossLeadership:** Agreed & wisely RT @TerrenceWing @GenyChat Q5 not more tools, more a matter of how you use those tools already available #genychat

1:52 am **hogcatch:** @GenerationMeh #genychat Because of ppl like yourself, I have faith it won't! You guys know better because of what happened!

1:52 am **OwlAsylum:** @GenyChat I think that social media should be redefined as just "socializing", and I'd say use all tools(gchat, forums, youtube). #genychat

1:52 am **katharinagerste:** RT @NahumG: @GenyChat Q5- it is not just tools, it's also the network u bring in w/u and the way of work/life <---- #GenYChat

1:53 am **GenyChat:** Q6. Should employers require a bachelor's degree given college affordability? Does a high GPA measure ability? #GenYChat

1:53 am **LandDDave:** Q5) Like anything else, it's not about the tools, but how you use them to generate value. #genychat

1:53 am **SebabiSays:** @TerrenceWing I would encourage people to work at companies whose culture and values align with their own. #GenYChat

1:53 am **katharinagerste:** RT @NahumG: @GenyChat Q5- it is not just tools, it's also the network u bring in w/u and the way of work/life <--- totally agree!! #GenYChat

1:54 am **WriterChanelle:** @OwlAsylum Interesting. Why remove the "media"? #genychat

1:54 am **RossLeadership:** many Cos still mkt to boomers. RT @marocmama Q5 ...companies not in the sm curve yet to appreciate what we bring to the table #genychat

1:54 am **NahumG:** @OwlAsylum social media should be redefined as just "socializing"? Does it include F2F, mail, phone? #genychat

1:55 am **lizziepauker:** Q6 - Worrying about BA requirements? I'm worrying about masters & PhD's as a requirement! #genychat

1:55 am **rblake:** @GenyChat GPA should be looked at, but people have different learning styles. Tests are rarely a good measurement. Bachelor - Yeah #genychat

1:55 am **VirtuallyAmaz:** RT @LandDDave: RT @GenyChat: Q5. What other social media tools should we be using to be marketable in this economy? #genychat

1:55 am **LandDDave:** Q5) When thinking of 'marketability' it's critical you separate your personal and business 'image' via different profiles #genychat

1:55 am **katharinagerste:** RT @SebabiSays: @TerrenceWing I would encourage people to work at companies whose culture and values align with their own. #GenYChat

1:55 am **LandDDave:** RT @GenyChat: Q6. Should employers require a bachelors degree given college affordability? Does a high GPA measure ability? #genychat

1:56 am **katharinagerste:** @SebabiSays Definitely, I don't see how you could work somewhere where this is not the case. The relationship wouldn't last long #GenYChat

1:56 am **blogging4jobs:** @jenbaty it is very grey in this area. in some cases i'm a geny and others a genx. #genychat

1:56 am **NahumG:** @WriterChanelle @OwlAsylum I think the "meidia" is important-This is 2 separate F2F, phone, fax, snail mail fr other modalities #genychat

1:56 am **RossLeadership:** Q6: Depends on employer. BUT it does show level of commitment and investment in oneself which is valuable to an employer #genychat

1:57 am **hogcatch:** #genychat Q5: Whatever connects you to the 1/2 biln middle class that are evolving in emerg/devel economies! They will have a say so!

1:57 am **GenyChat:** Q7. GenX'ers and Boomers: What life lesson(s) did you learn the hard way? #GenYChat

1:57 am **hogcatch:** RT @LandDDave: Q5) Like anything else, it's not about the tools, but how you use them to generate value. #genychat

1:57 am **SebabiSays:** Q6: A persons experience, aptitude, and pure talent can sometimes makeup for lack of a degree. #GenYChat

1:57 am **GenerationMeh:** @GenYChat Q6 Should they? Not if the duties don't require. Will they as long as higher ed is held up as social signaling cred? Yup #genychat

1:57 am **marocmama:** Q6 - i have to agree i had to get an MBA to make myself more marketable!! a BA meant very little #genychat

1:57 am **LandDDave:** Q6) The degree issue is hard for employers. It helps auto-filter large numbers of applicants, but great applicants fall through. #genychat

1:58 am **hogcatch:** @LandDDave Q5) Like anything else, it's not about the tools, but how you use them to generate value. #genychat 3 mins ago from TweetChat

1:58 am **LandDDave:** RT @GenyChat: Q7. GenXers and Boomers: What life lesson(s) did you learn the hard way? #genychat

1:58 am **summer_goodwin:** Q3. I used 2 pick companies I wanted to work for, phone them, try 2 get appointment with person hiring. Lots of rejection lol! #genychat

1:58 am **TerrenceWing:** @SebabiSays @katharinagerste The challenge u will find is those alignments of values shift over time. Do U leave at every shift? #genychat

1:58 am **lizziepauker:** Q6 GPA's should be taken into consideration. They often tell a story. Mine says I worked my butt off & that I'm driven to succeed. #genychat

1:58 am **summer_goodwin:** Q5. As mother of Gen-Z boy, I'm really interested to see where iGen take social media. #genychat

1:58 am **WriterChanelle:** @GenerationMeh Ahhhh...love the snarkiness!! #genychat

1:59 am **NahumG:** @LandDDave @GenyChat #genychat Work should b based on capabilities, not degrees. Have some examples...

1:59 am **WriterChanelle:** RT @GenerationMeh: Q6 Not if the duties don't require. Will they as long as higher ed is held up as social signaling cred? Yup #genychat

1:59 am **rblake:** @lizziepauker Q6: Do you think most people are GPA-driven? Or extra-cirrcular driven, with still haven't an above avg. GPA? #genychat

1:59 am **LandDDave:** Q7) goes back to the last question - get your degree as soon as you can and take it off the table an obstacle. #genychat

1:59 am **katharinagerste:** @TerrenceWing No, but I think you have to be aware of the shift and then adjust your cultural workplace plan accordingly #GenYChat

2:00 am **HeightsCat:** Enjoying @blogging4jobs' tweets in #genychat; got my first fax machine while freelancing (in my mid-30s); got extra 2 days for deadlines!

2:00 am **TerrenceWing:** Q7 Help ur orgs dev the right culture. Don't simply jump ship when life doesn't hand u the illusion of perfection #genychat

2:00 am **marocmama:** I think that the gpa thing is hard too i was a single 18 yr old mom worked my tail off for my degree/w working my gpa wasn't #genychat

2:00 am **LandDDave:** Q7) I was told by a potential employer "You're just what we're looking for, but we have a strict 'policy' on degree requirements" #genychat

2:01 am **TerrenceWing:** Q7 Never stop Learning. When you think you know it all, its time to go back to class. #genychat

2:01 am **katharinagerste:** @TerrenceWing I attended a great Cultural Workplace Planning workshop by @GetTribalNow that talked about this #GenYChat

2:02 am **WriterChanelle:** How do you put that on a resume? Lol RT @SebabiSays: Q6: A persons ... pure talent can sometimes makeup for lack of a degree. #GenYChat

2:02 am **marciamarcia:** iDitto. RT @summer_goodwin As mother of Gen-Z boy, I'm really interested to see where iGen take social media. #genychat

2:02 am **LandDDave:** Great.. My wife just looked over my shoulder and asked "How does it feel to reach the age where people are asking 4 your 'wisdom'. #genychat

2:02 am **lizziepauker:** @rblake Don't get me wrong, ppl should have a well rounded college exp. But ur GPA, accomplishments etc tell an important story. #genychat

2:02 am **TerrenceWing:** @katharinagerste What was the key takeaway? #genychat

2:03 am **LandDDave:** RT @TerrenceWing: Q7 Never stop Learning. When you think you know it all, its time to go back to class. < Very true. #genychat

2:03 am **lizziepauker:** RT @TerrenceWing: Q7 Never stop Learning. When you think you know it all, its time to go back to class. #genychat

2:03 am **TerrenceWing:** @LandDDave Dude you are old. LOL #genychat

2:03 am **marocmama:** @LandDDave awwwww that's cute! #genychat

2:03 am **WriterChanelle:** See this? <http://bit.ly/dgZrLr> RT @marocmama: Q6 - i had to get an MBA to make myself more marketable!! a BA meant very little #genychat

2:04 am **WriterChanelle:** @TerrenceWing What if they tell you that you don't fit *their* culture? #genychat

2:05 am **OwlAsylum:** @nahumg The thing is removing the "popular" terminology. It is no different than the phone. We are just socializing, as we should. #genychat

2:05 am **marocmama:** @WriterChanelle ha just from the heading that's me! #genychat

2:05 am **NahumG:** @LandDDave @TerrenceWing Yes, never stop learning- not just thru degrees!!! #genychat

2:06 am **katharinagerste:** @TerrenceWing Unfortunately that my current workplace is awesome in terms of co-workers, but org culture sucks!!! #GenYChat

2:06 am **GenyChat:** GenY to GenX and Boomer time! What questions do YOU have? This is an opportunity to share and learn from each other. #GenYChat

2:06 am **marciamarcia:** Grad degree perhaps, but no undergrad? RT @SebabiSays Experience, aptitude & pure talent can sometimes makeup for lack of a degree #GenYChat

2:06 am **summer_goodwin:** Q7. Learned through making mistakes and poor judgements. Live it, learn it. #genychat

2:06 am **TerrenceWing:** Q7 Approach every meeting as if u r the least informed. Ask ?s & listen. It is a better posture than a know it all #genychat

2:07 am **OwlAsylum:** @nahumg Media is just an extension. The message however, my not be as important what is actually being said. #genychat

2:07 am **LandDDave:** RT @NahumG: @LandDDave @TerrenceWing never stop learning- not just thru degrees!!!<<<Unfortunately many still look 4 the structure #genychat

2:07 am **marocmama:** gotta jet thanks for the great chat folks! #genychat

2:08 am **LandDDave:** Q7) Don't be afraid to make mistakes, as long as you learn from them. #genychat

2:08 am **TerrenceWing:** @katharinagerste Chances r ldrs and priorities will shift and so will culture. Jumping ship will only land you in the water. #genychat

2:08 am **LandDDave:** RT @GenyChat: GenY to GenX and Boomer time! What questions do YOU have? This is an opportunity to share and learn from each other. #genychat

2:08 am **GenyChat:** @marocmama Thanks for coming!! See you next week? #genychat

2:08 am **OwlAsylum:** @WriterChanelle Because we have adapted this "techno-hip" mentality. Before twitter was forums. The internet has always connected. #genychat

2:08 am **TerrenceWing:** Just not too many. Ask for help too. RT @LandDDave: Q7) Dont be afraid to make mistakes, as long as you learn from them. #genychat

2:09 am **SebabiSays:** @WriterChanelle A good cover letter, social media presence, and excellent interview should help. #genychat

2:09 am **hogcatch:** #genychat Q7: Where does emotional intelligence begin to identified as relevant to this success equation? Smart is going to be a given!

2:09 am **marciamarcia:** @TerrenceWing My work shows each of us can improve our work environment. A lone ranger changing a culture is virtually impossible. #GenYChat

2:09 am **Mid247:** RT @blogging4jobs: RT @katharinagerste: Apparently there is also another name for us #GenerationWe. great video here <http://bit.ly/11Siv> #GenYChat

2:11 am **LandDDave:** RT @GenyChat: GenY to GenX and Boomer time! What questions do YOU have? << Yes, Ask us 'old folks' for our wisdom! #genychat

2:11 am **TerrenceWing:** @WriterChanelle Find out why. If they say that, there is a bigger issue. It usually means performance problems. #genychat

2:11 am **marciamarcia:** The best part of #GenerationWe is that it can include people of all ages. #GenYChat

2:12 am **katharinagerste:** RT @marciamarcia: The best part of #GenerationWe is that it can include people of all ages. #GenYChat

2:12 am **WriterChanelle:** How can GenY'ers improve our image? Many pundits feel we're lazy, entitled, etc... @LandDDave#genychat

2:12 am **marciamarcia:** Seek the mistakes & the learning! RT @LandDDave Don't be afraid to make mistakes, as long as you learn from them. #genychat

2:14 am **rblake:** I gotta jet! It was fun! Add me on Twitter. Check out my *new* blog rblake.tumblr.com - Connect with me! Had a great time! #genychat

2:14 am **edupov:** #GenYChat -and so we try to re-define ourselves by yet another form of Generational nomenclature ?

2:14 am **WriterChanelle:** @OwlAsylum How do you feel about this definition? "media that is based on conversation and interaction between people online" #genychat

2:15 am **LandDDave:** @WriterChanelle The stereotypes only apply to the groups - remember you're an individual and create your own image and brand. #genychat

2:15 am **LandDDave:** @rblake Have a great night. #genychat

2:15 am **TerrenceWing:** @WriterChanelle Don't be what others think you are. Prove them wrong thru action not telling them u r different #genychat

2:15 am **dish1380:** A phone call is good, but a face-to-face meeting is always better. Boomers and Gen X'ers can read constant emails as standoffish. #GenYChat

2:16 am **SebabiSays:** @TerrenceWing Ditto on @katharinagerste-you have to be aware of the shift & then adjust your cultural workplace plan accordingly #GenYChat

2:16 am **GenyChat:** Time for some #LINKLOVE Share an article/post you think is relevant to this chat #GenYChat

2:16 am **WriterChanelle:** Time for some #LINKLOVE Share an article/post you think is relevant to this chat #GenYChat

2:16 am **ShaSha16:** Q7) 3 parts: create a personal brand, embrace/accept change and never stop learning - once u think u know it all ur in trouble #genychat

2:17 am **TerrenceWing:** @ShaSha16 Hey stranger. I haven't seen u in awhile. Great to see you here. #genychat

2:17 am **hogcatch:** RT @dish1380: A phone call is good, but a face-to-face meeting is always better. Boomers and Gen X'ers can read constant emails as standoffish. #GenYChat

2:18 am **sprinkler:** RT @ShaSha16: Q7) 3 parts: create a personal brand, embrace/accept change and never stop learning - once u think u know it all ur in trouble #genychat

2:18 am **lockard7:** Life is meant to be a journey. RT@TerrenceWing: Q7 Never stop Learning. When U think U know it all, its time to go back to class. #genychat

2:18 am **summer_goodwin:** RT @TerrenceWing: @WriterChanelle Don't be what others think you are. Prove them wrong thru action not telling them u r different #genychat

2:19 am **katharinagerste:** An old Article on A-Z of #GenY by the Herald Sun in Oz <http://bit.ly/9bhELP> - can't say that I agree with it at all!!! #GenYChat

2:19 am **OwlAsylum:** @WriterChanelle Okay, now how broad is that definition? Is that limited to facebook and twitter? #genychat

2:19 am **SebabiSays:** @TerrenceWing The best cultures are the ones whose values are entrenched from top to bottom. No need to jump ship. #GenYChat

2:19 am **WriterChanelle:** #LINKLOVE I would humbly appreciate a look at my guest post on GenY and depression<http://bit.ly/9ZJogM> #GenYChat

2:19 am **ShaSha16:** @TerrenceWing been travelling for work and trying to spend time with the kids. Great convo on #genychat couldn't help but to butt in!!

2:20 am **NahumG:** RT @WriterChanelle: #LINKLOVE I would humbly appreciate a look at my guest post on GenY and depression <http://bit.ly/9ZJogM> #GenYChat

2:20 am **lizziepauker:** Alright #genychat, I've got to jet. It's been great!

2:20 am **LandDDave:** Q7) Remember who you're dealing with - try to connect with people the way THEY want to be connected with. Not everyone's a techie. #genychat

2:20 am **LandDDave:** @ShaSha16 Welcome! #genychat

2:21 am **katharinagerste:** RT @SebabiSays: @TerrenceWing The best cultures are the ones whose values are entrenched from top to bottom. No need to jump ship. #GenYChat

2:21 am **lizziepauker:** RT @LandDDave: Q7) Remember who you're dealing with - try to connect with people the way THEY want to be connected with. Not everyone's a techie. #genychat

2:21 am **GenyChat:** @ShaSha16 Hello there! Welcome! #genychat

2:21 am **GenyChat:** Thanks for coming!! RT @lizziepauker: Alright #genychat, I've got to jet. It's been great!

2:22 am **WriterChanelle:** @KellyLux We're still going! Jump in #GenYChat

2:22 am **SebabiSays:** @marciamarcia I work at a top employer @hcssdreamjobs that does not require a degree for any position. #GenYChat

2:23 am **summer_goodwin:** @WriterChanelle I think these stereotypes are fluid, Gen X was judged harshly too. Work hard and be grateful for any success. #genychat

2:24 am **katharinagerste:** @SebabiSays Same here, we work in the area of vocational training. Only 1 that has degree is our boss! #GenYChat

2:24 am **LandDDave:** The younger generations are always judged harshly - because they are a threat in many ways. #genychat

2:24 am **ShaSha16:** Thx for warm welcome #genychat

2:24 am **summer_goodwin:** Had heaps of fun, thanks everyone! :-) #genychat

2:24 am **lukegrange:** RT @marciamarcia The best part of #GenerationWe is that it can include people of all ages. #GenYChat

2:24 am **TerrenceWing:** @LandDDave Change is a scary thing for most. #genychat

2:24 am **WriterChanelle:** @OwlAsylum Well it is wikipedia. Lol. I think it's meant to be broad on purpose, though. It's supposed to include all tools. #genychat

2:25 am **WriterChanelle:** @OwlAsylum Even friendfeed would fit in this definition. LOL #genychat

2:25 am **summer_goodwin:** RT @lukegrange: RT @marciamarcia The best part of #GenerationWe is that it can include people of all ages. #GenYChat

2:26 am **GenyChat:** @summer_goodwin Thanks for coming!! #genychat

2:26 am **dish1380:** Agree w @marciamarcia & @Terrence Wing re mistakes. Also own up 2 mistakes & stay calm when addressing. 100 "I'm sorrys" wont help #genychat

2:26 am **ShaSha16:** @TerrenceWing awww shucks! I wish I couldve gone I'm in LMS madness right now at work. I'm sure it was great #genychat

2:27 am **WriterChanelle:** @nahumg Likes change, right? @RT @TerrenceWing: @LandDDave Change is a scary thing for most. #genychat

2:27 am **LandDDave:** 2040 quote from a GenY "These new kids are annoying. They keep looking at me strange when I use my hands to access my computers" #genychat

2:27 am **maroemama:** @GenYChat absolutely! great chat i'm loving it!! #genychat

2:28 am **WriterChanelle:** Ah I see. We're feared. RT @LandDDave: The younger generations are always judged harshly - because they are a threat in many ways. #genychat

2:28 am **OwlAsylum:** @WriterChanelle hahh!! exactly!! Hell, IRC was "social media" YEARS before the term was coined by the popular media #genychat

2:28 am **SebabiSays:** RT @marciamarcia: The best part of #GenerationWe is that it can include people of all ages. #GenYChat

2:29 am **LandDDave:** @WriterChanelle Not so much fearing you, as fearing the changes you bring with you. #genychat

2:29 am **WriterChanelle:** @LandDDave HAHAHAAH! "Look at that guy using his hands. He's so GenY." LOL....love it. #genychat

2:30 am **GenyChat:** Any more links to blog posts/articles to share for #LINKLOVE? #GenYChat

2:32 am **WriterChanelle:** Like greener spaces, interaction? RT @LandDDave @WriterChanelle Not so much fearing you, as fearing the changes you bring with you #genychat

2:32 am **GenerationMeh:** @GenYChat Only about a dozen I'd like to see torn to shreds, but my better nature will keep me from linking to them #genychat

2:33 am **katharinagerste:** Thanks everyone for a great chat. Must get back into work now. Have a great weekend!!! #GenYChat

2:33 am **TerrenceWing:** @katharinagerste The video still isolates all other gens. I see #generationwe as everyone alive today not another name 4 geny #genychat

2:34 am **GenyChat:** @GenerationMeh Ah. True. Don't want to publicize them lest we give them reason to continue making the ridiculous generalizations #genychat

2:34 am **SebabiSays:** Great convo @GenYChat. This was my first time participating in the #GenYChat

2:35 am **katharinagerste:** @TerrenceWing Fair call ... I agree with you!!! #GenYChat

2:37 am **LandDDave:** @WriterChanelle It's all perspective. If the next generation prefers only live interactions to SoMe, it would be a new threat. #genychat

2:37 am **GenyChat:** @SebabiSays Thank you so much! Please come back next week. #GenYChat

2:38 am **LandDDave:** @katharinagerste 'Have a great weekend'? Is it Friday already?!? Cool! #genychat

2:38 am **TerrenceWing:** @katharinagerste One generation can't and isn't solving our global problems. Also look at all we have inherited that is positive #genychat

2:38 am **GenyChat:** Thank you to everyone for coming tonight! #GenYChat