



Embracing Individuality - the Millennial Revolution!

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Victoria Clements
Talent & Performance Manager

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Like many of my generation, I had no clear plan or career trajectory mapped out. I found something I was good at and stuck with it. My career plodded on nicely, working for some large corporate and public sector organisations, picking up a few extra qualifications along the way, but somehow I always felt like a square peg!

It's not that previous employers where not good to work for, on the contrary, I learnt what I could and met some great people along the way that helped to shape the recruiter I am today! However, like many millennials (albeit I am one of the older millennials!) I need to be challenged and I need variety. My attention span wanes with repetition of tasks and I don't always perform at my best unless I have a deadline to meet. I confess, I have "job hopped" in the past and I do need more than just a pay packet to enthuse me.

Although, that's only one side of the story!

As many fellow millennials will identify with, I have lots of creative ideas I want to share, I like being mentored and inspired by senior management, I enjoy challenging ideas and looking at things differently. Call me crazy, but I seem to function better when I'm being stretched professionally; give me room to think and I will flourish but if I'm restricted by a job description or layers of red tape I'm not my most productive!

It's not rocket science and I don't think it's the great dilemma that many Doomsayer's have declared in articles and blogs about Millennial employee's.

I'm not overly demanding or difficult to manage, and is it so unreasonable to want a role that I find interesting, that provides a sense of fulfilment, whilst also providing tangible benefits to my family? Also, is it not just good business to find ways to get the best out of your employees whilst engaging them?

The last 8 months at Solomons Europe have been surprising, revelatory and refreshing; easy for a recruiter to say but I truly mean every word! I very quickly felt a part of the team at Solomons, although I am not a Quantity Surveyor, and most of the team are geographically separate from me; everyone accepted me as the "quirky" individual that I am. People took a genuine interest in me, including the Senior Leadership team, this in turn brought out the best in me. I was given time to digest the current way of working, triggering lots of ideas; which I was able to present to the Senior Leadership team, who encouraged me to explore my ideas and to "give it a go" – the trust and support at Solomons is so refreshing!

It's been brilliant since day one, the breadth of my role provides professional stretch, it ensures I feel fulfilled, and I have a responsibility to the employee's to help keep pushing to make Solomons the best it can be. The praise and recognition at Solomons has also been a shift from what I have been previously used to. I get regular feedback and direction, I know what I'm doing well and areas I need to work on, and I can have an open, adult, two-way conversation with my Line Manager. I genuinely feel that right now, at Solomons, I am exactly where I am meant to be; and it's the first time in my career I have been able to make that statement!

Finally, it's not just the professional difference Solomons has made, but also the positive effect it has had on my family as well. Yes, a good salary is always nice, but that's not what my family have found most beneficial. My husband and daughter feel a part of the Solomons family as well. The care, respect and appreciation the Leadership Team have for employees is far reaching and extends to employee's own families. The annual use of the executive lodge in the lake district is far more beneficial than I can describe, it's a home from home and my family love it, my daughter refers to it as her lodge, she loves it so much.



But it's the added extra's, like the family events that run twice a year, it builds bonds, and a personal and emotional connection to the Team I work for. At the Summer Weekend Event my 4-year-old daughter had a weekend of first experiences, all provided by Solomon's, a weekend she will never forget and I will always be grateful for! It's true I probably work the hardest I have ever worked, but I love every minute and I know my efforts are appreciated!



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