

A number of research studies have examined characteristics of “the Millennials” – people born between 1982 and 2004. Neil Howe and William Strauss (2000) identified these core traits associated with millennials: confident, team-oriented, & achieving. Howe and Strauss (2000) write, “their life mission will not be to tear down old institutions that don’t work, but to build up new ones that do” (p. 10). They believe millennials will become the next hero generation, destined for triumph and intent on taking action and building community.

