

## EVOLVE LEVEL 6, Unit Quiz 2A

- Bob** Welcome to the Management Weekly podcast. I'm Bob Wilson.
- With an increasingly aging workforce, more and more people are working for a boss who is younger than them. But what's it like to be a boss in your 20s? On today's podcast, we speak to Jamie Lee, who held her first management role at 22. So Jamie, what was your first experience of management like?
- Jamie** Hi, Bob. Well, I was straight out of college. Although I had some experience leading various organizations in college, nothing really prepares you for managing people older than yourself at work. Although I had a few essential leadership skills, the vast majority I've picked up on the job.
- Bob** Can you give us an example of a challenge a young boss faces?
- Jamie** Clearly you are going to be working with one or two people who had hoped to get the manager's role, so you will run up against some opposition. You hope your staff will be accepting, but ultimately they will only respect you for the work you do, not your title. In my case, one colleague couldn't face up to the fact that he had not gotten the promotion he wanted and left soon after. The rest were more open-minded and gave me a chance.
- Bob** What advice would you give to any young bosses out there?
- Jamie** I would say you need to know yourself ... your strengths and weaknesses.
- Then you need to build a team that compensates for your weak areas. Don't make the mistake of looking for people like you. Also, you shouldn't fall into the trap of labeling people and judging them. Older staff can use technology and not all millennials are lazy. I'm one and I make sure I work harder than anyone!
- Bob** Thanks Jamie. Let's take a break.