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Supporting Young Adults in Today's Workplace

A practical brief on supporting younger employees with dignity and useful structures — no stereotypes, no generational criticism.

What Younger Employees Are Navigating

- Adjusting to workplace expectations that are often not explicitly taught.
- Financial pressure, including cost of living and student obligations.
- Relationships and family at a stage of intense change.
- Loneliness — especially in the transition from school to full-time work.
- Conflict at work often navigated for the first time in a professional context.
- Balancing school and work where applicable.

What Managers Often Get Wrong

- Treating any struggle as a generational trait.
- Over-parenting or over-managing, which erodes professional confidence.
- Withholding honest feedback in the name of politeness.

A Healthier Posture

- Treat younger employees as professionals who are still learning specific skills.
- Be clear about expectations and generous with the first-time-through curve.
- Do not personalize mistakes into character judgments.
- Recognize specifically what someone contributed — not only that they did well.
- Ask, once in the first ninety days, what a good manager did in a previous role.

Where Chaplaincy Fits

For a younger employee going through a hard personal season, a workplace chaplain can be a particularly useful resource — confidential, non-clinical, outside the reporting line, and without a case file. Chaplaincy sits alongside EAP, clinical care, and HR, not in place of them.

A Note on Dignity

Treat their questions as legitimate. Treat their difficulties as real. Treat their growth as their own. Provide structures, opportunities, and support, and then let them do the work of becoming the professional they are becoming.

BEGIN A CONVERSATION

Explore how relationship-based care could fit your workforce.

An exploratory conversation, not a pitch. No obligation.

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