

Tips For Working with the Next Generation of Architects

1. Emphasize Purpose and Impact

- Younger professionals value work that makes a difference. Show how projects contribute to communities, sustainability, or social change.

2. Foster a Collaborative Environment

- Encourage open dialogue and idea-sharing. They thrive in inclusive, non-hierarchical settings where all voices are heard.

3. Use Visual and Interactive Learning

- Digital tools, 3D models, and virtual reality (VR) can enhance engagement. Instead of just explaining, show them through dynamic visual formats.

4. Provide Clear, Concise Communication

- Keep emails, instructions, and presentations clear and to the point. Bullet points and visual aids help them process information efficiently.
- Provide quality examples of what you expect in a task / product so they can see what is needed.

5. Encourage Hands-On Experience

- Give them real-world exposure through site visits, internships, and design charrettes. Learning by doing is far more impactful than passive instruction.

6. Offer Constructive and Timely Feedback

- They appreciate frequent, constructive feedback rather than annual reviews. Be specific about what's working and where they can improve.
- They need support for time management - often younger professionals have no idea how to pace themselves to make a deadline – work with them to develop a plan.

7. Embrace Technology and Digital Tools

- They are fluent in digital platforms like BIM, Grasshopper, and AI-driven tools. Keep up with new tech and be open to learning from them as well.

8. Support Work-Life Balance and Mental Well-Being

- Burnout is a concern for younger architects. Encourage healthy work habits and acknowledge that efficiency doesn't always mean long hours.

9. Provide Opportunities for Growth and Leadership

- They want to learn and advance. Offer mentorship, skill-building workshops, and leadership opportunities to keep them engaged.

10. Recognize and Adapt to Their Communication Style

- Many prefer quick, direct messages (Slack, text, or email) over lengthy meetings. Adjust your communication style to match their preferences.

11. Align Teaching with Their Values

- Sustainability, inclusiveness, and ethical design matter to them. Frame lessons and discussions around these principles to make them more engaging.

12. Be Open to Reverse Mentorship

- They bring fresh perspectives and skills, particularly in tech and social engagement. Encourage knowledge exchange in both directions.

This article was created in collaboration with CAF Regent Amy Eliot, AIA and ChatGPT.