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She believes that most people are quick to have an emotional response to something they see or hear, but millennials are quicker to vocalize it either online or in person. "When you're emotionally intelligent, you know how to process (an emotional response) in the correct manner for that time and place for that setting, and that just comes with experience," Rodriguez said.

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Hochschild identifies emotional labor as the act of managing

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Marc Robertson is the founder of New Skills USA, which provides management coaching and training and specializes in millennial work issues. Robertson is also the author of *Working with Millennials: Using Emotional Intelligence and Strategic Compassion to Motivate the Next Generation of Leaders*.

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