

What Millennials Actually Want at Work

The Stereotype	 <p>Millennials want participation trophies.</p>	 <p>Millennials can't take criticism.</p>	 <p>Millennials just want a short-term gig.</p>	 <p>Millennials want authority without earning it.</p>	 <p>Millennials are just plain lazy.</p>
The Reality	<p>65% of Millennials said "purpose" was a part of the reason they chose to work at their company. They care more about the impact of their work than their personal contribution.</p>	<p>51% of Millennials want continual feedback on the job. Only 1% said it wasn't important. Tap into their addiction for learning and self improvement.</p>	<p>It's companies who aren't loyal to Millennials, offering gigs not careers. Millennials are actually changing jobs <u>less frequently</u> than previous generations at the same age.</p>	<p>Not only are Millennials willing to work their way up, their <u>number one</u> preferred benefit from employers is personal development.</p>	<p>The org chart is stopping Millennials from doing more. 65% of Millennials felt that rigid hierarchies and outdated management styles failed to get the most out of younger recruits.</p>
The Spotlight	<p>WARBY PARKER</p> <p>Warby Parker asks interviewees to reflect on the company's <u>core values</u>.</p>	 <p>At ustwo, they've created a "culture of continuous feedback" by training staff in <u>simple feedback models</u>.</p>	<p>EVOLVE IP</p> <p>At EvolveIP, 60% of their staff are Millennials, yet they have a <u>94% overall retention rate</u>.</p>	 <p>Bacardi has a <u>Global Millennials Manager</u> focused on mentorship and entrepreneurship.</p>	 <p>At Workday, <u>junior employees</u> attend senior leadership meetings.</p>

In truth, Millennials want the same things as everyone else: meaningful work, the ability to do it well, and fair recognition for a job well done. At NOBL, we help clients demystify new trends and practices at work to unleash the creativity and capability of their teams. Learn more at NOBL.io.

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The Confusion Is Real



of the U.S. workforce now consists of Millennial workers.



of Millennials report being disengaged at work.



of employers feel unequipped to manage their Millennials.



of Millennials feel underutilized at work.