

ISSUE N° 4 of 10

Work ReMixed

Millennials aren't lazy, they just question the rules. They measure their work by achievement instead of hours logged, and have no problem moving on if it's not a fit. It's out with org charts, scheduled breaks, and dress codes and in with autonomy, missions, and office puppies.



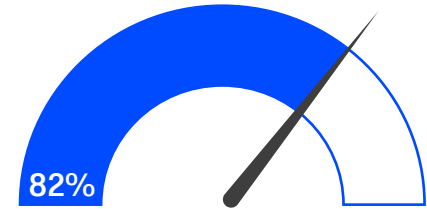
Life and Work Off Screen

Millennials are famous for living life through a phone screen, but dig deeper and they're more multi dimensional than that. 82% of millennials say that their job is an important part of their life--a rate higher than their parents.

Boots by the Bed

Technology removed the barriers to job switching, and millennials are taking full advantage. They are more likely than their parents to think they won't be at the same job two years from now, and in the past five years, millennials have had on average 2.29 jobs – that's a job switch every 26 months! Gen Xers, famous for being the original job jumpers, clock in at only 1.67 in the past five years. Even millennials who like their jobs jump ship, as if they were switching the channel from one show they liked to another. This professional nomad attitude has even entered the vernacular as millennials refer to working for a company as "doing a tour" as if they were just blowing through town to earn a badge.

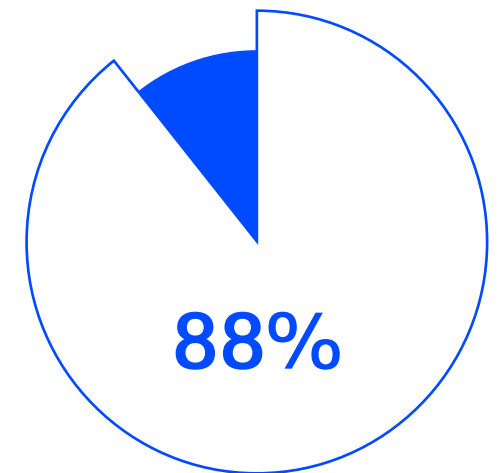
In the past five years, millennials have had on average 2.29 jobs



MILLENNIALS WHO SAY THEIR JOB IS AN IMPORTANT PART OF THEIR LIFE

The Myth of the Multi-Jobbers

Despite the hype, millennials aren't jumping to juggle multiple part-time jobs. Nearly 90% of them prefer the simplicity of one, full-time job, just like their parents.



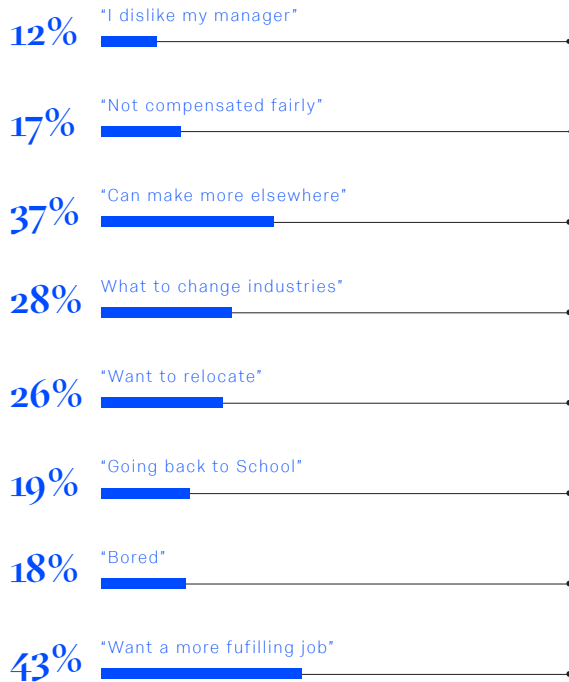
MILLENNIALS WHO PREFER ONE FULL TIME JOB

Millennials refer to working for a company as “doing a tour” as if they were just blowing through town to earn a badge

Greener Pastures

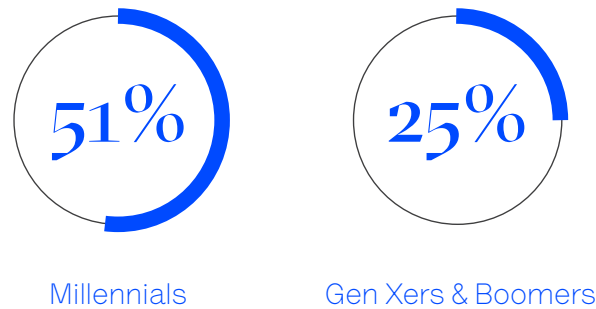
20% of millennials say the #1 reason to bail on a job is to be more fulfilled. They seek multi-faceted work experiences, entrepreneurial environments, and friends at work. In fact, 36% of older millennials report that they meet their friends primarily at work. If they don't find this culture at your organization, they might soon be off on their next "tour."

WHY DO MILLENNIALS DECIDE TO CHANGE JOBS?



50% of millennials question their capacity for success in the workplace

PERCENT CONCERNED ABOUT HAVING THE RIGHT SKILLS TO SUCCEED:



Workplace Angst

Millennials are far more concerned than older generations about having the right skills to succeed in the workplace – 50% of them question their capacity for success making them 2x more worried about their skill set than older generations. While some of this anxiety may just be because millennials are the "new guy" in the office, but also because technology and globalization are constantly changing the scene, so every generation has reason be worried about staying with the pack

Packing up & Moving on

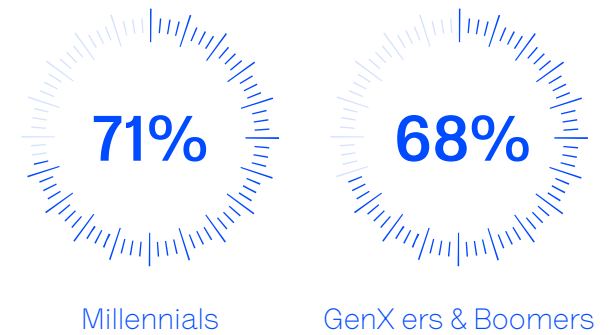
Light on possessions and carrying all the stuff they need on their phones, millennials are more open to pulling up roots for work. Millennials are 3x more likely to switch jobs to relocate than boomers, which is striking because relocating one millennial often means relocating two as they are also more likely to have a working spouse or partner.





Corporate Stewardship: Image vs. Truth

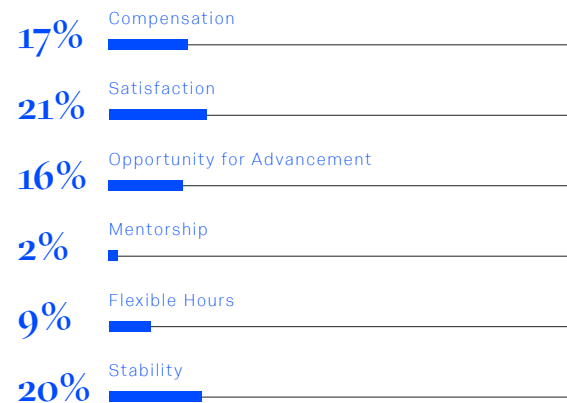
PERCENT SAYING THEIR EMPLOYER GIVES BACK TO THE COMMUNITY:



Stable and Satisfied at Work

Money matters, but it takes a lot of cash to buy peace of mind. Emotional benefits like stability and job satisfaction are important to millennials at work as they like to be happy at a place that plans to keep them around.

WHAT'S MOST IMPORTANT ABOUT WORK?



More than any other generation, millennials know how to curate a personal brand and project it through social media. Millennials like to portray an altruistic image online but many struggle to line up their online brand with their true, offline life. Millennials, for example, are more likely than their parents to say they chose an employer who gives back to the community, but they are no more likely than their parents to say their employer actually does give back.

Millennials are more likely than their parents to say they chose an employer who gives back to the community

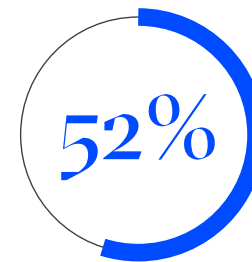
52% of older millennials (29 to 34) feel confident they understand the process of getting a full-time job



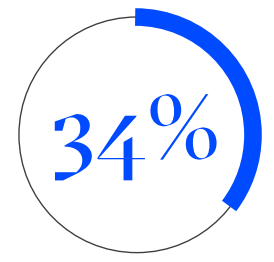
Hesitation at the Office Door

Confidence during a job interview can be the difference between a foot in the door or a boot out of it. But as fearless as they seem on Instagram, many millennials don't feel totally prepared for the job hunt. Only 52% of older millennials (29 to 34) feel confident they understand the process of getting a full-time job, and that number drops to 35% for younger millennials (18 to 22).

PERCENT WHO FEEL CONFIDENT THEY UNDERSTAND THE PROCESS OF GETTING A FULL-TIME JOB:



Age: 29-34



Age: 18-22