

EVERYTHING YOU NEED TO KNOW ABOUT

# Millennials in the Workplace

Millennials will represent 75% of the work force by 2030. If your organization is going to succeed you've got to attract and retain this vital audience.

*So what should you know about millennials in the workplace?*

## LET'S TAKE A LOOK



### On-the-spot vs. formal reviews

**80%**  
Prefer on-the-spot recognition

80% of Gen Y said they prefer on-the-spot recognition over formal reviews, and feel that this is imperative for their growth and understanding of a job.<sup>2</sup>



**\$1 Trillion**

Millennials are carrying a total of \$1 trillion in student debt.<sup>3</sup>



45 percent believe a decent paying job is a **"privilege,"** not a **"right."**<sup>4</sup>

**75 percent**

75% see themselves as authentic and are not willing to compromise their family and personal values.<sup>5</sup>

### Millennials are more tolerant

of races and groups than older generations (47% vs. 19%), with 45% agreeing with preferential treatment to improve the position of minorities.<sup>6</sup>



**41%**

41% of millennials do what their managers tell them to do, which is greater than older generations.<sup>7</sup>



56 percent of Gen-Yers won't work at a company if they **ban social-media access.**<sup>8</sup>



**87%**

believe that business success should be measured by more than profit.<sup>9</sup>



**64%**

of Millennials would rather make \$40,000 a year at a job they love than \$100,000 a year at a job they think is boring.<sup>10</sup>



**88%**

prefer a collaborative work culture rather than a competitive one.<sup>11</sup>



35 percent of employed Millennials **have started own business on the side**

to supplement their income.<sup>12</sup>



Millennial employees have about the same level of **organizational commitment**

as boomers and Gen Xers.<sup>13</sup>



**69% believe office attendance is unnecessary on a regular basis.**<sup>14</sup>



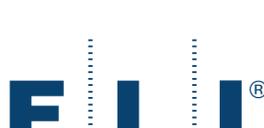
### Digital Natives vs. Digital Immigrants

Millennials are the first generation to be considered **"Digital Natives."** The term, originally coined by Marc Prensky, refers to those born into an innate "new culture" while the digital immigrants are old-world settlers, who have lived in the analogue age and immigrated to the digital world.<sup>15</sup>



ELI is a training company that helps organizations solve the problem of bad behavior in the workplace. This means more than just preventing discrimination and harassment lawsuits. It's about addressing the bigger costs of lost productivity, turnover, and brand damage caused by uncivil behavior.

Our award-winning training experiences are based around real-life scenarios and are backed by our deep legal expertise and a proactive, high-touch approach. It's how we've helped many of the world's best-known brands build a workplace that works.



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