

REVEALING THE

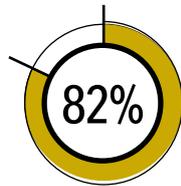
REAL MILLENNIALS CAREER EXPECTATIONS



The Millennial generation is projected to be **50%** of the global workforce by **2020**.²

MYTH Millennials demand praise and a raise from day one.

FACT Millennials want career growth, but they don't expect instant rewards.



felt that being in the same position at the same level for one to three years is reasonable.



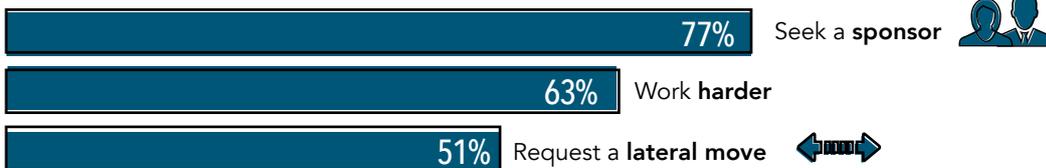
expected their first merit raise or bonus after one to two years in their role.

MYTH Millennials are impatient for advancement and constantly job-hop to get ahead.

FACT Millennials manage their careers using both external *and* internal strategies.

-> If dissatisfied with their advancement, Millennials said they would consider multiple advancement approaches:

Within their current organization:



Outside their current organization: <-

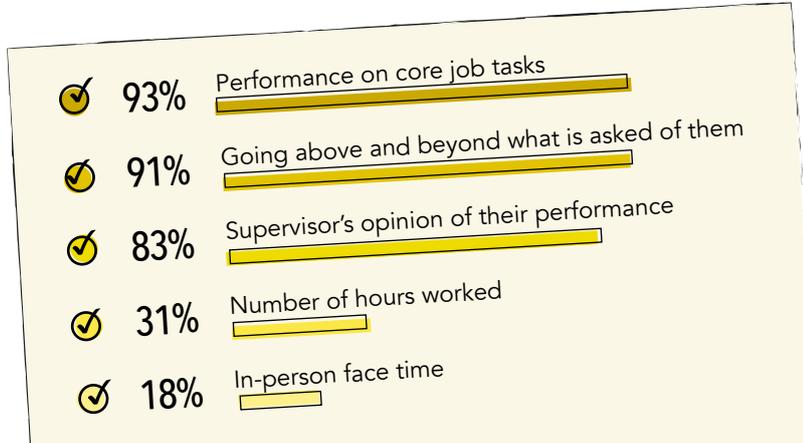


MYTH Millennials want to advance without putting in the work.

FACT

Millennials agree that results matter—more so than when or where work gets done.

→ **Criteria Millennials viewed as very important for promotions and raises included:**



MYTH Millennials need hand-holding and directives on the job.

FACT

Millennials want some control over their work.

Millennials want decision-making authority over:



And they want equal input on:



MYTH Millennials believe there is gender equality in the workplace.

FACT

More than half of Millennial women feel they are not on equal footing with men.

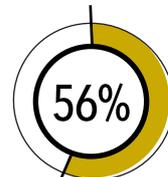
→ **Millennial women believe their gender negatively impacts:**



time until they receive a raise.



time until they are promoted.



access to high-visibility "hot jobs."

Takeaways for organizations seeking to better recruit, advance, and retain Millennials:

Be an employer of choice among Millennials.

Provide access to development opportunities, fair promotion requirements, and penalty-free flexible work arrangements.

Set clear expectations regarding career growth.

Establish transparent paths and timelines for advancement, and connect Millennials with sponsors to help navigate opportunities.

Empower Millennials to achieve their aspirations.

Encourage Millennials to make decisions related to their own work and career development, and clarify how different opportunities may impact advancement.

NOTES:

The findings reported are based on responses to a Catalyst poll conducted in May and June of 2015 of 142 Millennial women and men living in the United States and Canada. Participants ranged in age from 18 to 35 years old and included 90% women and 10% men. The data reported were collected in partnership with Levo.

SOURCES:

1. PwC, *Millennials at Work: Reshaping the Workplace* (2011): p. 3.
2. PwC, *Millennials at Work: Reshaping the Workplace* (2011): p. 3.