GFORCES@WORK: THE PERCEIVED SHIFT OF GEN Y IN THE WORKPLACE

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Agenda

Who?

Why?

What?
Job Attractions
Work/Life Integration
Work and Careers
Training and Learning Styles
Feedback and Communication

Recommendations
Recruiting
Motivating
Retaining
THE GREAT DIVIDE

WORKPLACE PERCEPTIONS THAT MILLENIALS NEED TO RISE ABOVE

HOW MILLENIALS DESCRIBE THEMSELVES

- PEOPLE-SAVVY: 65%
- TECH-SAVVY: 35%
- LOYAL TO THEIR EMPLOYERS: 82%
- FUN-LOVING: 14%
- HARD WORKING: 86%

- PEOPLE-SAVVY: 14%
- TECH-SAVVY: 86%
- LOYAL TO THEIR EMPLOYERS: 1%
- FUN-LOVING: 39%
- HARD WORKING: 11%

Source: A Beyond.com survey of 6,361 job seekers and veteran HR professionals, from April 12 - May 9, 2013.

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Generation X
Gen Y
Gen Y

WANT TO WORK FOR COMPANIES:

• FOSTER INNOVATIVE THINKING

• DEVELOP THEIR SKILLS

• MAKE A POSITIVE CONTRIBUTION TO SOCIETY
Big Demands and High Expectations
The Deloitte Millennial Survey

Millennials believe innovative solutions are most likely to come from:

- 44% Business
- 23% Academia
- 22% Government
- 6% NGOs

78% of Millennials are influenced by how innovative a company is when deciding if they wanted to work there.

74% of Millennials believe businesses have a positive impact in the communities in which they operate, including in the areas of:

- Education, Skills, and Training: 57%
- Unemployment: 48%
- Healthcare / Disease Prevention: 45%

However, Millennials believe businesses can do more to help society.

- Resource Scarcity: 68%
- Climate Change: 65%
- Income Inequality: 64%

Learn more at www.deloitte.com/MillennialSurvey
#MillennialSurvey
Employees Want an Experience
PROFILING :: Job attractions
PROFILING :: Work/Life Integration and Balance
Dream Job
Next Exit

PROFILING :: Work and Careers
PROFILING :: Career Stages and Future Expectations
PROFILING :: Training and Learning
PROFILING :: Feedback and Communication

Like
RECOMMENDATIONS :: Recruit

Professional Growth

Comp

Control

Purpose
RECOMMENDATIONS :: Motivate

- Challenging Projects
- Making a Difference
- Recognition
- CoWorkers
- Comp
RECOMMENDATIONS :: Retain

- Job Potential
- Organizational Values
- Mentoring
- Development
- Empowerment
CONCLUSION

THE ME ME ME GENERATION

Millennials are lazy, entitled narcissists who still live with their parents.

Why they'll save us all

BY JOEL STEIN
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