

Myths, exaggerations and uncomfortable truths

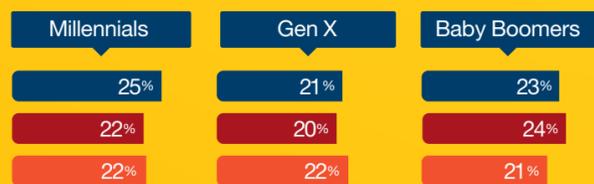
The real story behind Millennials in the workplace

IBM Institute for Business Value

Myth 1

Millennials' career goals and expectations are different from those of older generations

Fact: Millennials place much the same weight on many of the same career goals as older employees do.



- Make a positive impact on my organization
- Help solve social and/or environmental challenges
- Work with a diverse group of people

Myth 2

Millennials want constant acclaim and think everyone on the team should get a trophy

Fact: Millennials want a manager who's ethical and fair. They think it's less important to have a boss who recognizes their accomplishments.



Millennials (born 1980 - 1993)

Millennials have grown up immersed in a digital world. They're the first digital natives to join the workforce - this is the fundamental distinction between them and their older colleagues.

Myth 3

Millennials are digital addicts who want to do everything online

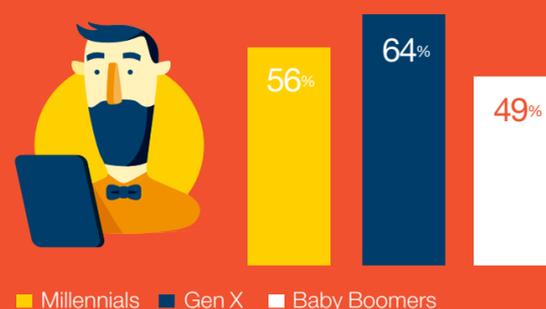
Fact: Millennials' top three preferences for learning new skills at work are physical not virtual.



Myth 4

Millennials, unlike their older colleagues, can't make a decision without first inviting everyone to weigh in

Fact: Gen X - even more than Millennials - believes in soliciting lots of opinions.

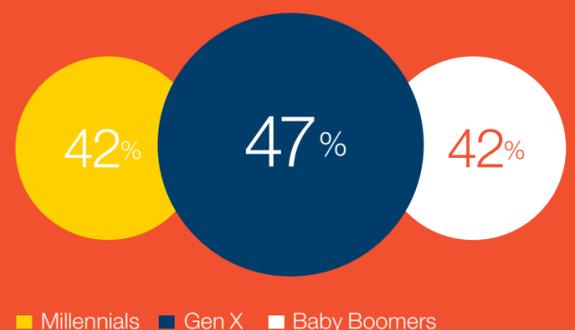


I make better decisions when a variety of people provide input

Myth 5

Millennials are more likely than others to jump ship if a job doesn't fulfill their passions

Fact: Employees of each generation share the same reasons for changing jobs.



Top reason: More money and a more creative workplace