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

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<th>Millennials</th>
<th>Gen X</th>
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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.

- Ethical and fair
- Transparent and readily shares information
- Recognizes my accomplishments

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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.

- Attend a third-party sponsored conference/event: 39%
- Attend in-person classroom training: 37%
- Work alongside knowledgeable colleagues: 36%

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: 56%
- 64%
- 49%

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.

- More money and a more creative workplace: 42%
- 47%
- 42%

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.

- Attend a third-party sponsored conference/event
- Attend in-person classroom training
- Work alongside knowledgeable colleagues

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