Characteristics of the Largest Age Group in the United States

Millennials have surpassed Baby Boomers in the United States as the largest living generation: 75.4 million to 74.9 million. It is projected that Millennials will change how work is accomplished in the US.

What Millennials want from work
Millennials have strong personal values and do not compromise them to earn traditional "company man" positions.
Many Millennials want to work for companies and organizations that share their personal values and are willing to accommodate their desire for work/life balance.
Millennials use innovative technologies for learning and expect similar learning experiences at work.
Millennials desire career advancement and growth opportunities.
Millennials expect their leaders to build better overall outcomes for the workforce and organization.
To Millennials work is a means to an end and very temporary at one end of the spectrum to fulfilling and loyal on the other end because of how they are treated in the workplace.
Dress attire preferences and job specific. Unless meeting customers, attire preferences are casual.
Millennials want meaningful work in a workplace and receive frequent and timely feedback.
Millennials place little importance on a company encouraging creativity or being a fun, informal place to work.
Millennials put the highest importance on opportunities to learn and grow and opportunities for advancement.
Millennials look for growth opportunities, great managers, and jobs that are well-suited for their talents and interest.
Millennials seek transparency and real time feedback at work.

Special skills and attitudes Millennials bring to the workforce
Millennials are motivated self-learners.
Millennials are the most technologically savvy age group.
Millennials are optimistic and civic minded.
Millennials are confident and sociable. Family, friends, and work friendships are important to them.
Millennials value diversity and are the most diverse and open-minded age group.
Millennials have purchasing and saving patterns similar to their grandparents who survived the Great Depression.
Millennials use technology to avoid commercial television.
Millennials get their news from the internet.
Millennials are loyal to their family and participate in their children's sports and activities.
Millennials resist manipulation that would place work over life-balance and family.

Do you have well-researched information to add to this list? Send your insights to info@corevalues.com and we will add to this list and give you credit for your insights.

Our Licensees love working with teams composed of Millennials and mixed age groups. In our work we have also discovered the following, which also supports the TIGERS 6 Principles in both team development and work culture development:

- Millennials prefers small, more intimate meetings where participants are expected to contribute ideas and share content, not sit back and idly absorb a presentation. We believe this improves the workplace for the better as long as leadership facilitation of these ideas is skilled.

- Millennials prefer to work in small groups, with less structure, utilizing open floor plans. These preferences have spawned a change in approach across many industries. For example, office space design has responded by incorporating huddle spaces and breakout areas which cater to the collaborative tendencies of the Millennial generation in order to drive workplace productivity.

- Collaboration increases user engagement, which drives workplace productivity. Millennials require near-constant engagement and prefer an iterative, collaborative work process. Teamwork is at the center of this change, and it's changing meetings for the better by making them more productive and yielding better results. This is because more ideas are shared to then be tested and vetted for problem solving and implementation. This means managers must acquire superior facilitation skills to develop team and culture norms.

- Forward thinking companies now allow their employees to use personal devices to connect to corporate networks. The use of mobile devices in the workplace has led to the popularity of mobile-conducive ad-hoc work spaces such as huddle rooms and breakout areas. Business leaders have learned that allowing this younger generation of worker to use the devices they are comfortable with, in a setting that is conducive to collaboration, ultimately works in their favor – the increase in workplace productivity is insignificant.

Join us late June as we open our training again for TIGERS Licensee Training. Learn more by participating in our Licensing Webinar. Learn more here.