

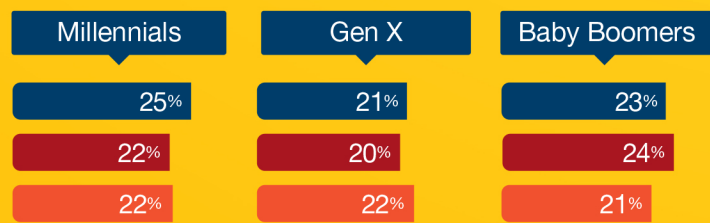
Myths, exaggerations and uncomfortable truths

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

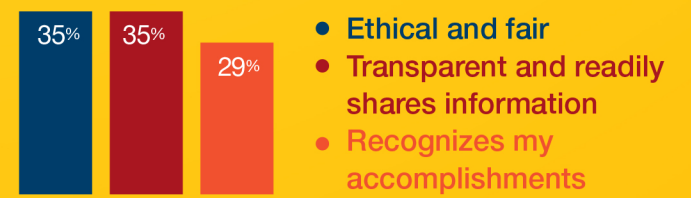
Fact: Millennials place much the same weight on many of the same career goals as older employees do.



- 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.

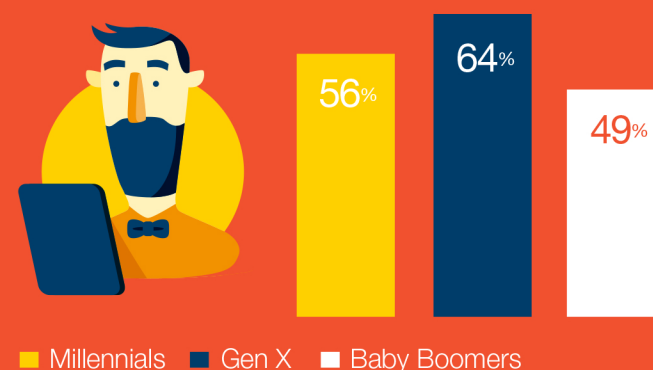
Myth 3
Millennials are digital addicts who want to do everything online

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

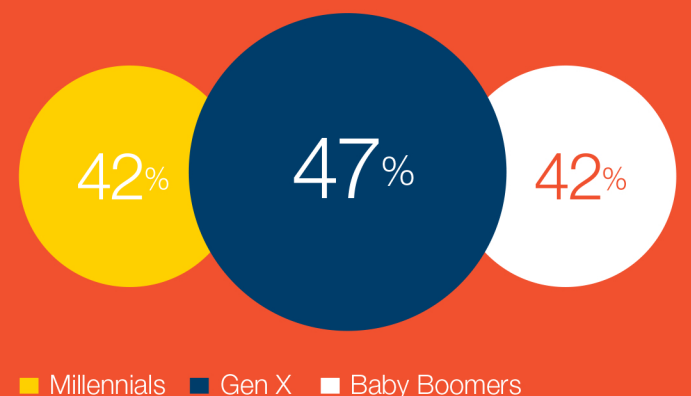
Fact: Gen X - even more than Millennials - believes in soliciting lots of opinions.



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