



Buzzword: “Millennials”

What Do We REALLY Know about Them as Workers?

By **Molly Sausaman**, Operations Manager, Rocky Mountain Insurance Information Association

We all know what *we think we know* about Millennials... They’ve been called arrogant, self-centered, and bratty. Some say Millennials have short attention spans and lack respect for others.

This generation, made up of those born between 1980 and 2000, have a lot of stereotypes to overcome. Here’s the reality when it comes to hiring Millennials and cutting through the misconceptions about these young professionals:

- Percentage of U.S. Population (U.S. Census Bureau)
28.7% Millennials
23.7% Baby Boomer
- Percentage of Workforce by Millennials (U.S. Bureau of Labor Statistics)
36% in 2015
75% in 2025
- Millennials are the first generation to have access to the Internet while growing up. (Pew 2014)
- Technology has allowed Millennials to multitask and find shortcuts in achieving tasks. Texting, instant messaging, social networking, and Web surfing have made Millennial workers more competent, efficient, and productive. (Quintessential Careers)
- Millennials are highly sought after for their dexterity with devices and ability to adapt to constant change. (Frank N. Magid Associates)
- Millennials stay with their employers longer than Generation X workers did at the same ages. They are more likely to remain with their employer for a long period, like 3 to 6 years. (Population Survey Job Tenure Supplement, 1996-2010)
- Millennials are more willing to defer to authority in the workplace than either Baby Boomers or Gen Xers. (Center for Creative Leadership)
- Millennials are no more motivated than Baby Boomers and Gen Xers by perks and money. (Center for Creative Leadership)
- Millennials are more likely than other generations to judge their performance with peers, creating a much more efficient work environment and best results as they push one another to do better. (Quintessential Careers)
- Millennials have a strong work ethic and expect work to be fun and flexible because they believe the line between work and life is seamless. (Quintessential Careers)
- Millennials are no more likely than other generations to expect work-life balance as the way a reasonable workplace is run. (Center for Creative Leadership)
- Unlike any previous generation, Millennials do not plan to let their jobs define who they are. (Quintessential Careers)

For more information on Millennials, check out the infographic on the next page. ■



MILLENNIALS

WHAT DO WE REALLY KNOW ABOUT THEM AS WORKERS?

By Molly Sausaman,
Rocky Mountain Insurance
Information Association



45% of Millennials believe that a decent paying job is a PRIVILEGE. *(Telefonica)*



Millennials are more likely than previous generations to consider creativity to be a very important job feature. *(Monitoring the Future, 1976-2011)*



Millennials work well in groups and teams, but they also value individuality and independent thinking. *(Quintessential Careers)*



Millennial workers need to see a progressive promotion path or they will move on to the next employer. *(Quintessential Careers)*



25% of Millennials believe that their relationship to technology is what makes their generation unique. *(Pew 2014)*



Attended College *(Decennial Census and American Community Survey)*

61% Millennials—Most educated generation EVER

46% Baby Boomers

Voices of Millennials:

If you had the opportunity to dispel one myth about your generation, what would you say in 140 characters or less?



Annelise Shepherd
CRMCA/CSSGA
Colorado Ready Mixed Concrete Association
Colorado Stone, Sand & Gravel Association

Complacency. Graduating college in 2011 left me and my peers no choice but to take an active and creative role when planning for our futures.



Rachel Nevers
American Society of Bariatric Physicians

Entitlement. I work to prove myself every day, to learn, to grow, to earn my success, and to be grateful for the opportunity to do so.



For more information on Millennials see the article on page 29.

Generation Timeline



Infographic created by Laurie Shields Design.