Millennials are focused on a career for me, paving their own path and developing the skills to ensure employment security. Managing others is low on their list; money and purpose matter much more. It is time to rethink people practices to attract, retain and develop the next generation of leaders.

BEING THE BOSS IS A LOW PRIORITY

Just 22% of Millennials rank aspiring to leadership roles as a top career priority.

Men and women are focused on developing their individual skills, rather than learning to manage and lead others.

MEN ASPIRE TO LEAD MORE THAN WOMEN

Prioritize an upward path over a perfect fit

Lower initial pay expectations

Develop soft skills

Focus on networking and development

MILLENNIALS: A CAREER FOR ME

Millennials are focused on a career for me, paving their own path and developing the skills to ensure employment security. Managing others is low on their list; money and purpose matter much more. It is time to rethink people practices to attract, retain and develop the next generation of leaders.

PLEASED, BUT NOT SATISFIED...

Two-thirds of Millennials are pleased with how they are being managed... however, most Millennials rank their own people management style more positively than their managers.

WHERE MILLENNIALS GET IT RIGHT

“Be patient. Learn as much as you can from the role you have. Money will come and so will more responsibility if you show motivation and willingness to learn.”

—ManpowerGroup Hiring Manager

Managerial Skills

Communication: 19% 
People management: 13%

Individual Skills

Presentation: 25% 
Personal skills / Teamwork / Communication: 25%

Managerial Skills

Leadership: 19%
People management: 13%

Individual Skills

Technical skills: 27%
Personal skills / Teamwork / Communication: 21%

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