



# Why Millennials Leave.

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## Who are Millennials?

- > Born between 1981 - 1997
- > 75 Million in the United States
- > 56 Million in the US Workforce
- > 48% of millennials said they will look for a new job in the next three months, and 56% in the next year

Millennials have earned a reputation as being job-hoppers, quick to leave a job they don't like out of boredom. But is this an inaccurate generalization? Maybe the issue is not boredom or a lack of loyalty, but high standards and fearlessness. This generation seems willing to take a risk on opportunities that excite them rather than remain in a safe, but mediocre position.



Millennials have high standards and want to feel inspired and valued by their employer. These sentiments are no different from most of your workforce, but millennials are more likely to demand it. They are not willing to settle for less than they deserve, and the resulting job-hopping adds up to extraordinary employee turnover costs each year.

What you need to ask yourself is what do your millennial employees want from your organization, and how are you making sure they get it?



**Purpose** Millennials are more likely to be motivated by work that they know adds value to your organization and makes an impact on society.

**Culture** A healthy work environment where employees are valued and included adds a sense of community and a positivity that millennials want to be a part of.

**Recognition** Millennials feel empowered when contributions are recognized. Consistent recognition of skills and accomplishments will make a huge impact on job satisfaction and loyalty.

**Advancement** To feel successful, it's important that millennials feel challenged, have goals to work towards, and opportunities for advancement.

**Connection** Millennials want to feel connected to managers that are genuinely interested in the professional and personal development of their employees.



Millennials currently make up over 50% of the workforce. It's important that your organization learns to engage and retain these key players as their population in the workforce will only continue to grow. Recognition systems are proven to help align purpose and values, guide manager connection and employee recognition, and build a positive culture of engagement. By strategically investing in the engagement and loyalty of your millennial employees, you will guarantee a more inspired, motivated, and emotionally invested workforce across the board.

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