

A HELPFUL GUIDE TO UNDERSTAND MILLENNIALS AND WHY THEY KEEP CHANGING JOBS

WHAT
MILLENNIALS
THINK



THE REALITY

THE JOB MARKET



EDUCATION MATTERS

Going to college was expected. Most jobs require a degree, which I have. I'm also in debt, so I need a decent salary.



UNDEREMPLOYMENT

In 2016, 51% of Millennials reported being underemployed, despite earning a Bachelor's degree.

FEEDBACK AND GROWTH



I NEED IMMEDIATE FEEDBACK

I need instant feedback from my employer to see how I am doing. A one-on-one would be helpful.



FEEDBACK TAKES TIME

According to Gallup's State of the American Manager Report, most managers only provide one-on-ones during quarterly reviews.

MEANINGFUL LEARNING



I WANT TO MEAN SOMETHING

Work should be meaningful. I want to remain engaged at work and in my community.



LACK OF ENGAGEMENT

29% of Millennials reported being engaged at work. This leaves 71% that are not engaged.

NEW OPPROTUNITIES



I'M ALWAYS SEEKING SOMETHING NEW

I am always looking for a new job opportunity, especially if the pay is better.



QUITTING IS A TREND

21% of Millennials quit their job within the past year, and 69% are seeking new opportunities.

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LEARN MORE: [GALLUP.COM/WORKPLACE](https://www.gallup.com/workplace)