Millennials are 80 Million strong and make up 25% of the U.S. population—the largest generation in history. As they start to take on leadership roles in the workforce, they are bringing a new mandate to business—one that includes a social contract to which each employee contributes through the work they do each day. They push back against traditional career paths, valuing creativity, entrepreneurism and connectedness. Take a look at how Millennials are impact the workforce for the better.

**Key Findings**

About **60% of Millennials** report a “sense of purpose” as part of the reason they selected working for their employers.

Globally, **73% of Millennials** “believe businesses have a positive impact on wider society”.

When asked to match their own ideals with what business was trying to achieve they highlighted: job creation, profit generation, and improving society.

In terms of leadership, they place a far greater emphasis on **employee wellbeing, growth and development**.

- **70%** Of Millennial employees spent at least an hour volunteering in 2014
- **37%** of Millennial employees volunteered up to 10 hours
- **45%** said that some of the time they spent volunteering was either offered or promoted by their company

**Key Resources**

- **Mind the Gaps The 2015 Deloitte Millennial survey**
  Deloitte’s fourth global Millennial survey asked tomorrow’s leaders, what they think of leadership today, how businesses operate and impact wider society, and which individual characteristics define effective leaders.

- **The Top 100 Findings from The Millennial Impact Project**
  The 100 facts and quotes highlight the most useful findings from The Millennial Impact Project thus far and represent six years of Millennial cause and workplace engagement research.

- **Maximizing Millennials in the Workplace**
  This report examines the positive characteristics Millennials bring to an organization, what this generation feels is important in a job, and provides HR professionals practical tips on how to keep this generation engaged.

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