### The Other 91%: Myths About Millennials at Work

Millennials are poised to be the bench strength of leadership: by 2025, they will make up 75% of the global workforce.  

#### Who Are the Other 91%?

<table>
<thead>
<tr>
<th>Myth</th>
<th>Myth Buster</th>
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<tbody>
<tr>
<td>Millennials are money-hungry</td>
<td>82% say financial security is an important aspect of high compensation</td>
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<td>Millennials are fame-seekers</td>
<td>71% say achieving the goals set before them is an important aspect of meaning and purpose</td>
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<td>Millennials are aimless</td>
<td>68% say that making their families proud of them is an important aspect of recognition</td>
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<tr>
<td>Millennials are know-it-alls</td>
<td>64% cite learning from people with expertise they lack as an important aspect of rewarding relationships</td>
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#### How Companies Can Invest in the 91%:

1. Invest in their training and development
   - 50% of HR professionals believe Millennials are a "flighty bunch" with one foot out the door.  
   - 99% of Millennials believe they are the future of business.

2. Help foster critical relationships and intellectual growth
   - 73% say learning new professional skills is an important aspect of intellectual growth.
   - Only 23% have both rewarding relationships and intellectual growth and challenge at work.
   - For Millennials of color, lack of investment is even more acute. Only 9% of non-white Millennials say they have both rewarding relationships and intellectual growth at work.

3. Help them dream bigger
   - Only 19% aspire to have a powerful position with a prestigious title.
   - Only 4% of millennial women (compared to 27% of millennial men) say they want to have a powerful position with a prestigious title.
   - They need senior role models to demonstrate the benefits of leadership as opposed to the burdens.

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**Sources:**