A Generation of Leaders

The Hartford’s 2015 Millennial Leadership Survey found Millennials (ages 18-34) are leading today and want to lead tomorrow.

80% of Millennials are leaders TODAY.

69% of Millennials aspire to be leaders in the NEXT FIVE YEARS.

77% of Millennials who consider themselves a leader today also aspire to be a leader TOMORROW.

MILLENIALS’ WORK WISH LIST:

- Arts & entertainment: 40%
- Education: 36%
- Technology: 36%
- Health care: 31%

INDUSTRIES WITH LOWER APPEAL:

- Construction, Retail & Manufacturing: 7%
- Insurance: 4%
- Wholesaling & Utilities: 3%

INDUSTRIES IN DEMAND:

- No. 1 for Women: Arts & Entertainment
- No. 1 for Men: Technology

Women were more likely than men to want to lead in hobbies & non-profits/community.

Men were more likely than women to want to lead in sports & politics.

Older Millennials (ages 26-34) were more likely to want to lead in business in five years than younger Millennials (ages 18-25).

Younger Millennials were more likely to want to lead in social media in the future.
**ATTRACTING MILLENNIALS:**
To attract Gen Y employees, Millennials advised companies to promote that they provide:

- 46% A variety of career opportunities
- 44% Competitive salaries
- 43% Flexible work schedules
- 40% Competitive benefits, e.g. health, life & disability insurance
- 33% Leadership opportunities

**BECOMING THE BOSS**
When asked about the types of training they want from their employer, Millennials said:

- Leadership skills 60%
- Technical skills 54%
- Financial skills 47%
- Personal development skills 38%
- Career planning 34%
- Written & oral communications 28%