**Baby Boomers as employees**

* 80% of Baby Boomers in their early 50s are in the workforce and a third of the oldest boomers are still working in some capacity.
* 67% of Baby Boomers are either not engaged or actively disengaged at work
* 41% of Baby Boomers say workers should stay with an employer at least five years before looking for a new job.
* Baby Boomers are most likely to have the highest-paying jobs, including Chief Medical Officer (CMO) ($300,700), Psychiatrist ($215,200), and Aerospace Engineer ($122,800).
* 54% of Baby Boomers spend between 5 and 20 hours per week searching for a job. 87% of Baby Boomers choose job boards as the resource they turn to first in a job search.
* LinkedIn is the top choice of Boomers (29%) of social networking sites for job searching
* 65% of Boomers feel like they suffer from age discrimination.
* For Boomers, the most important things they look for in a job are meaningful work (60%) and location (57%).
* 64% of boomers said they feel relevant to their company’s vision and mission. 67% said they’ve had enough training to become a leader at their company.
* 61% of Baby Boomers say that Boomers are the most capable of leading organizations
* 53% of Baby Boomers said that men make better leaders than women.

**Gen X’s as employees**

* Gen X respondents ranked workplace flexibility as the most important perk (21%) and are more likely to walk away from their current job if flexibility isn’t available.
* 40% are working in the career they intended when they entered the workforce. [
* Almost a quarter have been with the same employer for fifteen years or longer.
* 74% of Gen Xers agreed with the statement “hard work is the key to getting ahead.
* 70% prefer to work independently
* 66% of Gen X women and, significantly, 55% of Gen X men want flexible work arrangements.

**Millennials as employees**

* By next year, millennials will account for 36% of the U.S. workforce and by 2025, they will account for 75% of the global workplace.
* 41% of millennials do what their managers tell them to do, which is greater than older generations.
* 84% say that helping to make a positive difference in the world is more important than professional recognition.
* Millennials say they do not deserve special treatment and are equally as committed as non-Millennials.
* 92% believe that business success should be measured by more than profit.
* Millennial employees have about the same level of organizational commitment as boomers and Gen Xers.
* 40% of Millennials think that blogging about workplace issues is acceptable. Compared to 28% of Boomers.
* 29% of Millennial workers think work meetings to decide on a course of action are very efficient. Compared to 45% of Boomers
* 80% of Gen Y said they prefer on-the-spot recognition over formal reviews, and feel that this is imperative for their growth and understanding of a job.
* 70% have “friended” their managers and/or co-workers on Facebook.
* 71% don’t always obey social media policy at work.
* Connected to an average of 16 co-workers on Facebook
* It costs an average of $24,000 to replace each Gen Y employee.
* 15% of Gen Y’s are already managers
* 56% of Gen Y’s won’t work at a company if they ban social media access.
* 69% believe office attendance is unnecessary on a regular basis. Average tenure for Gen Y is 2 years (5 for Gen X and 7 for Baby Boomers).

**Gen Z’s as employees**

* Gen Z respondents say they prefer in-person communications with managers (51%), as opposed to emailing (16%) or instant messaging (11%).
* 17% of Gen Z wants to start a business and hire others.
* 34% are most motivated by opportunities for advancement, followed by more money (27%) and meaningful work (23%).
* Gen Z expects to work for an average of four companies throughout their lifetimes.
* 52% of Gen Z state that honesty is the most important quality for being a good leader.
* 41% want to work at midsize organizations as the ideal work environment, followed by large organizations (38%).
* 28% said balancing work and personal obligations was the top future career concern, followed by making enough money (26%) and finding a stable job (23%).
* 32% believe they will be managing employees within the next 5 years.  45% cited potential challenges working with baby boomers, compared to 17% who anticipate difficulties with Gen X and 5% with millennials.
* 60% want to have an impact on the world with their jobs (compared to 39% of millennials).
* 89% say they spend part of their free time in activities they consider productive and creative instead of just “hanging out”.
* Gen Z’s are more likely to have worked on a craft than Gen Ys at that age (42% vs. 25%).
* 41% of Gen Z say corporate offices are their workplace preference
* Technologies that Gen Z want their employers to incorporate into the workplace include: social media (41%), wearables (27%) and virtual reality (26%).
* Gen Z’s are most interested in working in the technology industry (45%) and education (17 percent) and are least interested in insurance (3%), energy and utilities (3%) and telecommunications (4%).
* 81% of Gen Z aspires to be a leader.
* The people that most influence their career related decisions include their parents (30%), managers (17%) and friends (17%).
* 37% spend more than 30% of their personal and professional time on Facebook.
* The top employee benefits they desire include work flexibility (19%), healthcare coverage (15%) and training (14%).
* 34% are most concerned about boosting their people management skills.
* 75% want to convert hobbies into full time jobs
* 93% say that a company’s impact on society affects their decision to work there.