

Using Flexibility and Freedom to Attract the Best Talent and Productivity

KEY TAKEOUTS

1. Flexibility - Workplace and Travel

Flexitime and location independence not only improve work performance but also encourages loyalty, influencing Millennials to take or leave a job – 33% of Millennials anticipate staying beyond five years in highly flexible working environments.

To improve Millennial engagement and loyalty, employers should provide clear rules for travel flexibility to prevent burn.

They want flexibility in terms of where and how they work, for a better performance and work-life balance.

2. Passion Alignment

As Millennials seek more continuous learning opportunities, they expect to develop their skills by being stretched to their full potential.

This generation of workers keep an eye on how companies communicate their values and whether they offer opportunities for ongoing education and mentoring.

Going forward, companies must actively open growth paths and fill the skill gaps by collaborating with new sources of expertise.

3. Working Environment Consideration

“It’s really nice to be at a space where you can have your needs met right here, and then you can go home and be present – whether that’s for your child, your partner, or your other passions.”

-Kim Peltola

Compared to older generations, Millennials put much more emphasis on their personal needs, they expect dynamic working environments that stretch them to their full potential.

They value flexibility, and decide where to work by navigating socially active organisations and seeking out learning and mentorship opportunities.

4. Allow for Self-Management

As the demand for flexibility soars, workplace innovation is crucial.

Mindful activities fostering self-care and female empowerment will also keep stressed Millennials more engaged and content.

5. Leverage Tech, Systems and Structure

Today more than ever, thanks to advancements in technology, it has become easier and more affordable to bring "natural" light artificially into a space.

Technology works behind the scenes with integrated complements, desks that are adjustable via an app, or seating that aids posture and encourages movement Tech is quietly integrated into products, while mindfulness takes centre stage with simple paper stationery and items to aid in organisation and timing tasks.