

# Millennial Employee Engagement in the Workplace

May 24, 2017

American Fraternal Alliance

Spring Symposium

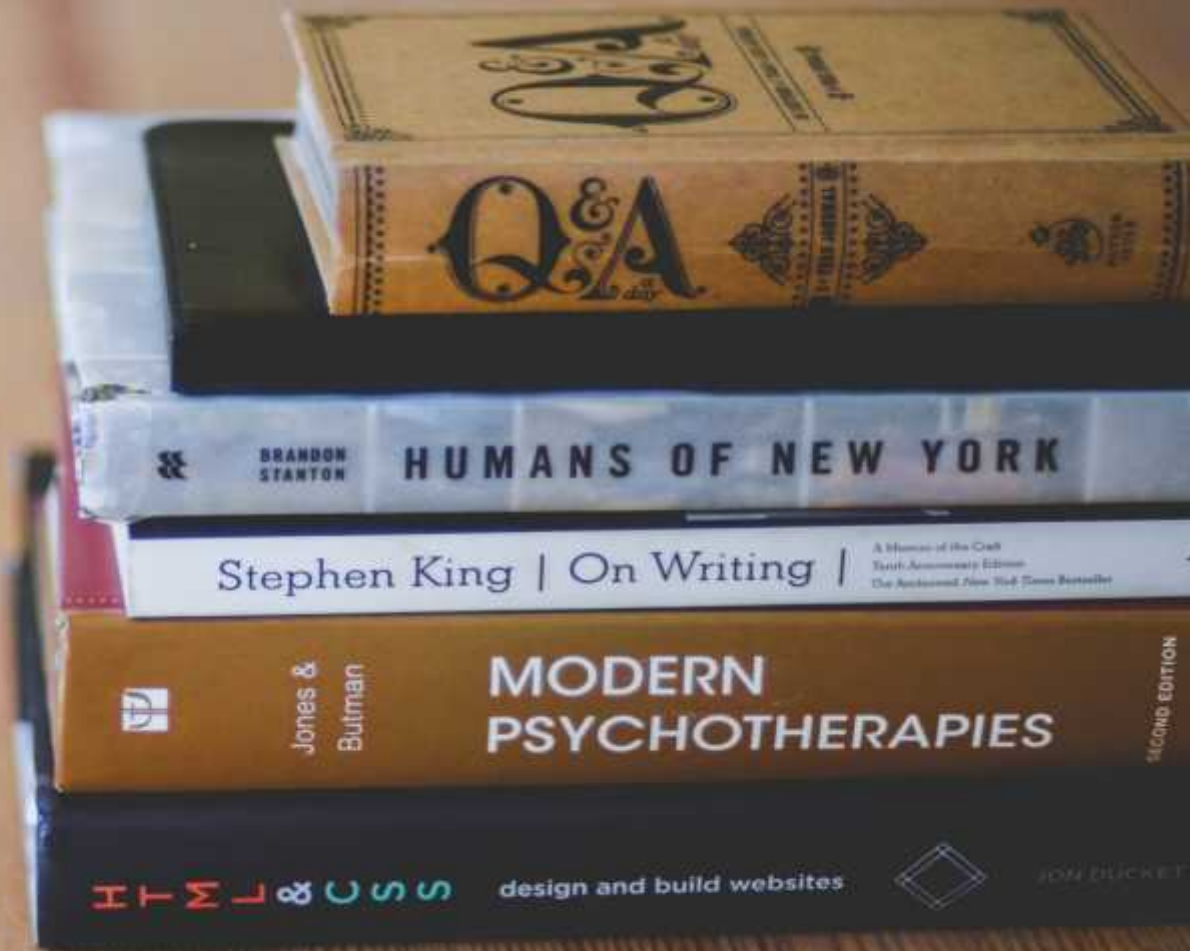
## Key Question:

*How engaged are the Millennials currently employed by AFA Member Societies?*

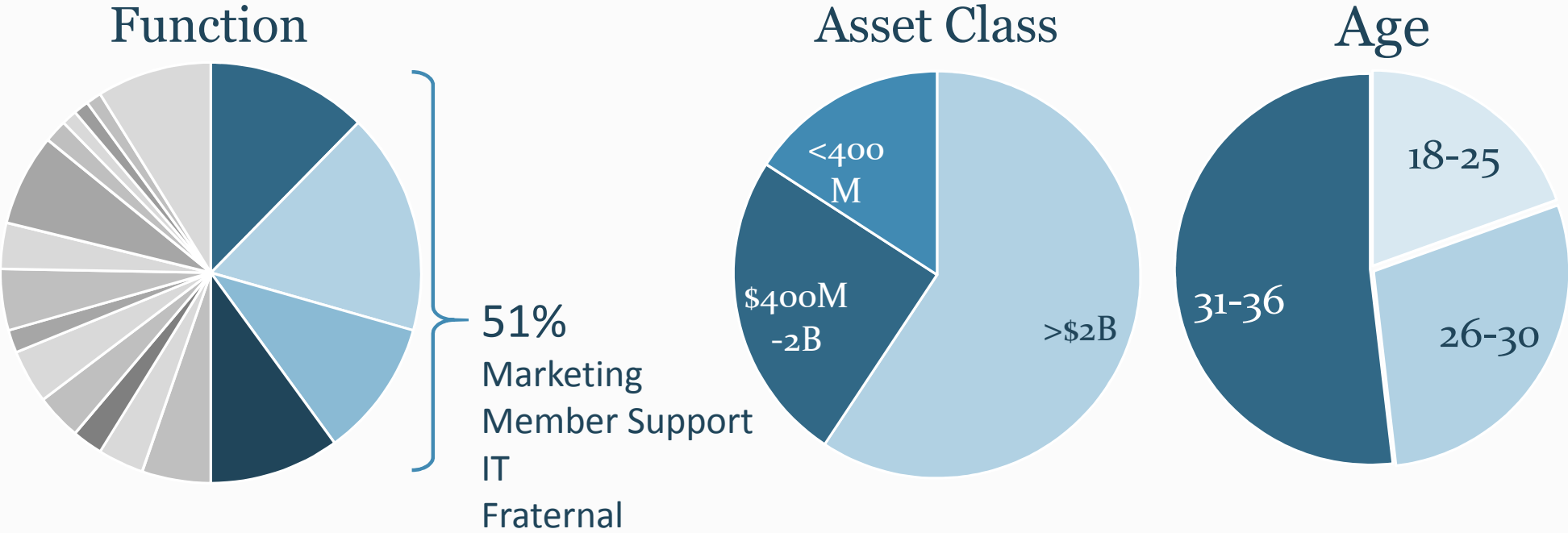
## Conclusion:

*While fraternal organizations are succeeding at some key aspects necessary to attracting & retaining Millennial employees, there is still room for improvement in specific areas.*

# Methods



# 169 Respondents



*How  
Millennials  
Want to  
Work & Live*

Gallup, 2016



## How Millennials Want to Work & Live

### Past

My Job

My Satisfaction

My Weaknesses

My Annual Review

My Boss

My Paycheck

### Future

*My Life*

*My Development*

*My Strengths*

*My Ongoing Conversations*

*My Coach*

*My Purpose*



# My Life

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*“Millennials are not willing to sacrifice life for work”*

Gallup, 2016



# Q: For me to be happy, my work must have meaning or purpose.

All Respondents

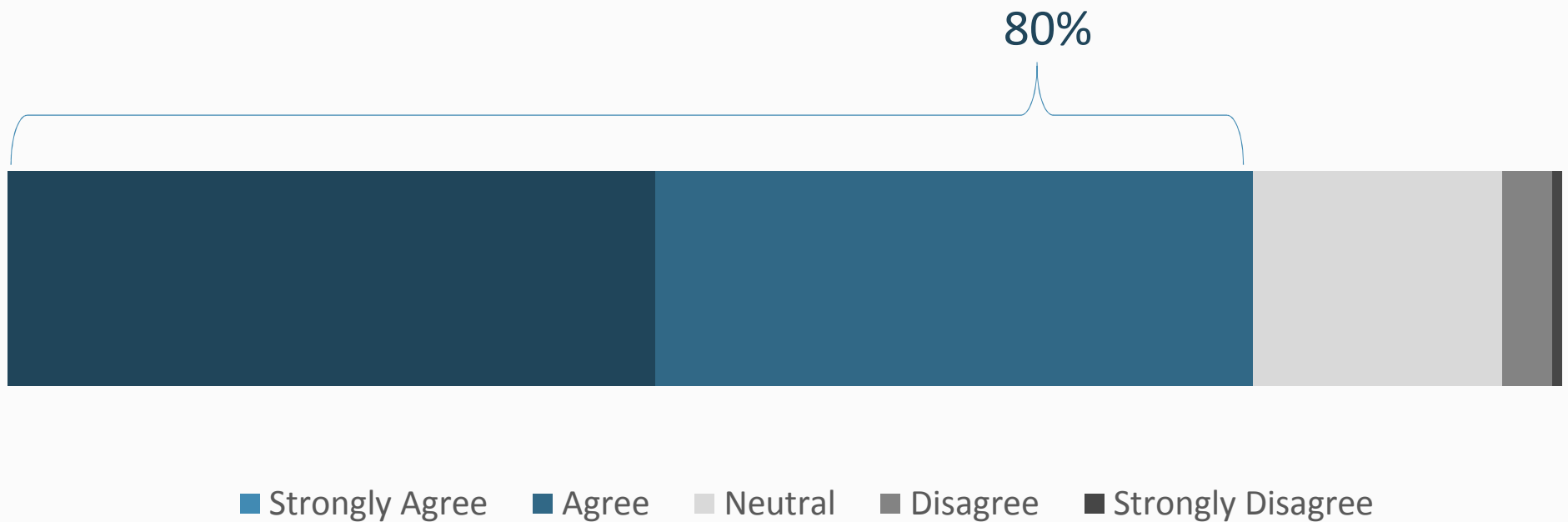
96%



■ Strongly Agree   ■ Agree   ■ Neutral   ■ Disagree   ■ Strongly Disagree

# Q: My job is aligned with my personal values.

All Respondents



**Q: Of the following, which is most important to you in a workplace?**

Giving Back to Community

Diverse Talent

Work-Life Balance

Inclusive Environment

Volunteer Opportunities

Openness to Innovation

# Q: Of the following, which is most important to you in a workplace?

## Most Important to Millennials

1. Work-Life Balance
2. Openness to Innovation
3. Inclusive Environment
4. Giving Back to Community
5. Diverse Talent
6. Volunteer Opportunities

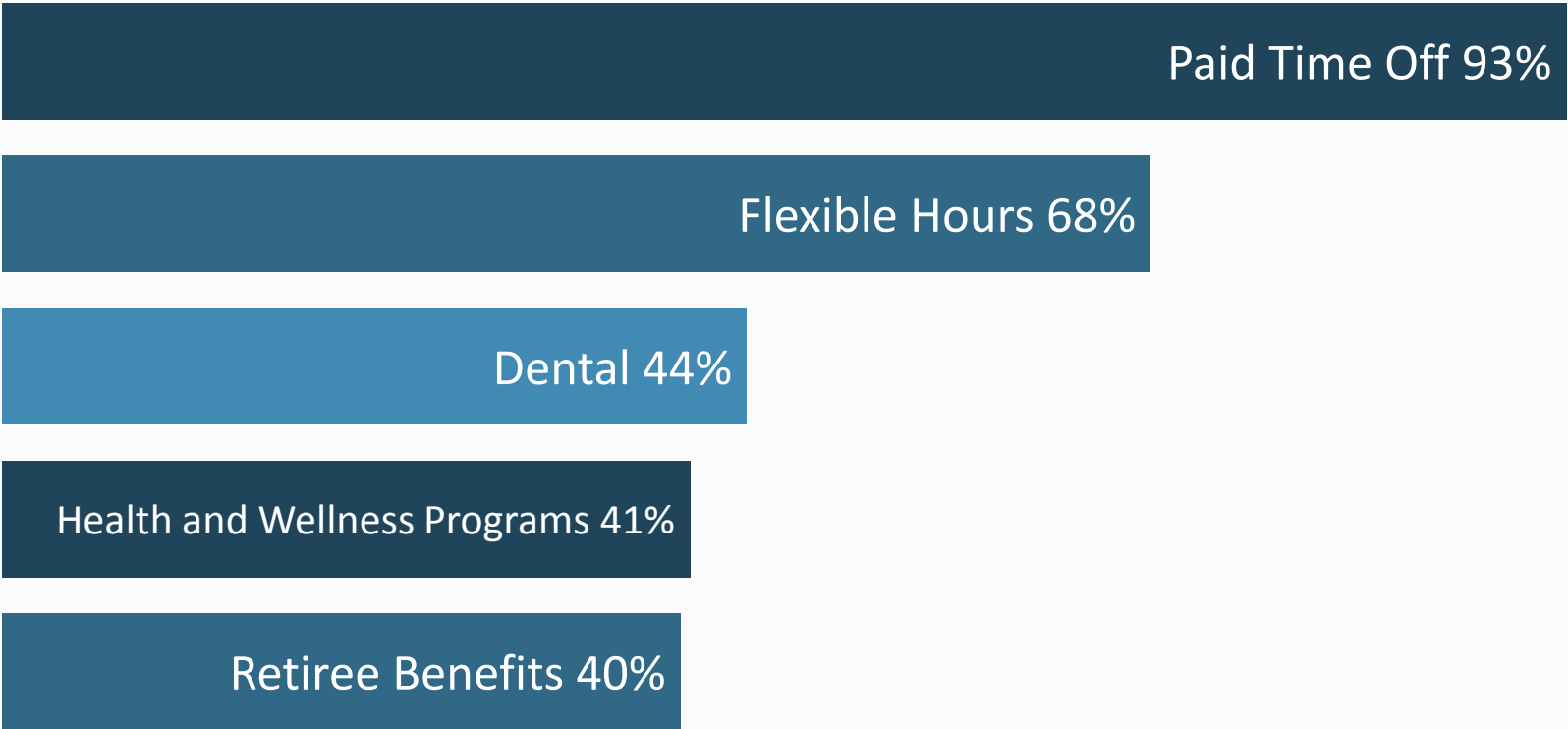
## Demonstrated by Fraternalists

1. Giving Back to Community
2. Work-Life Balance
3. Volunteer Opportunities
4. Inclusive Environment
5. Diverse Talent
6. Openness to Innovation

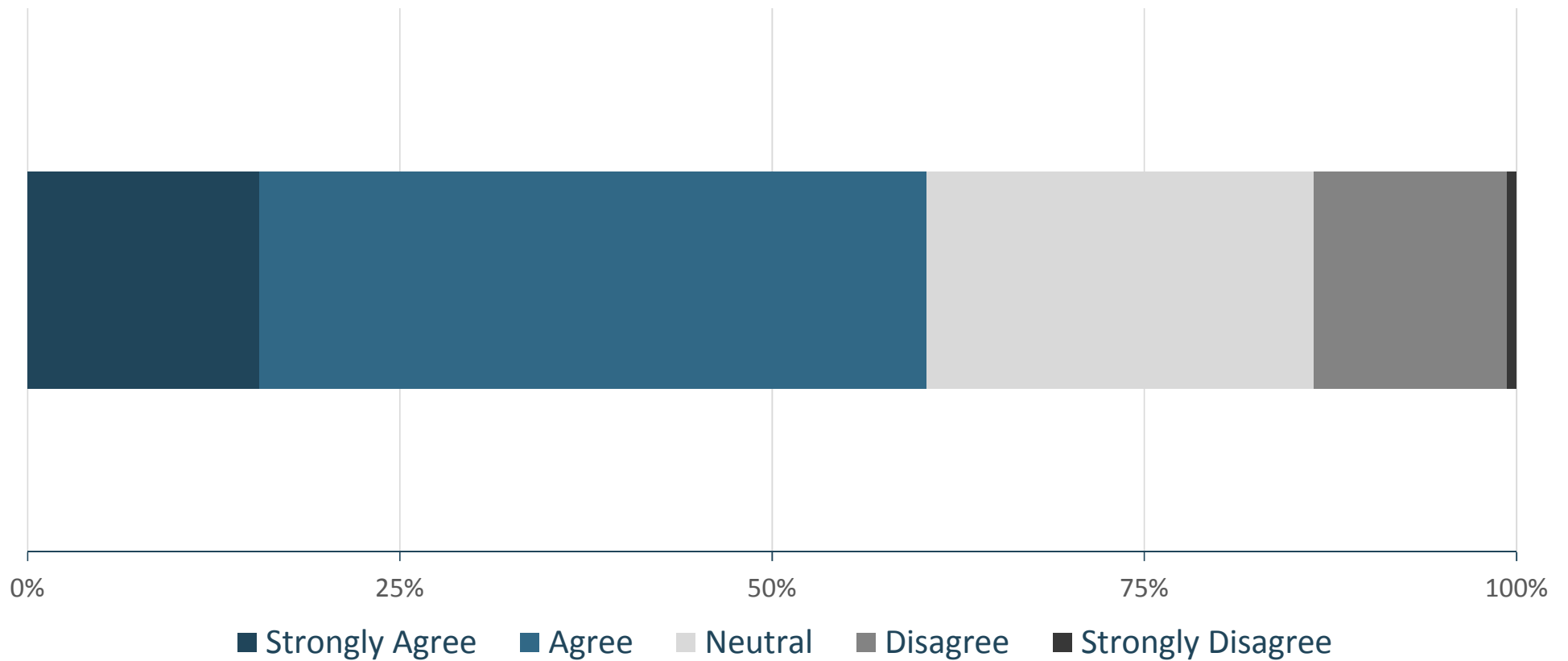
## Q: Choose the 5 most appealing benefits.

Flexible Hours	Dental	Domestic Partnership Benefits
Health Insurance	STD	Adoption Assistance
Retiree Benefits	LTD	Investment Advice
Maternity Leave	HSA Contributions	Loan Plans
Tuition Reimbursement	Child Care Programs	Dental
Vision	FSA's	Identity Theft Protection
Life Insurance	Paternity Leave	PTO

# Q: Choose the 5 most appealing benefits.



# Q: I am satisfied with my compensation.





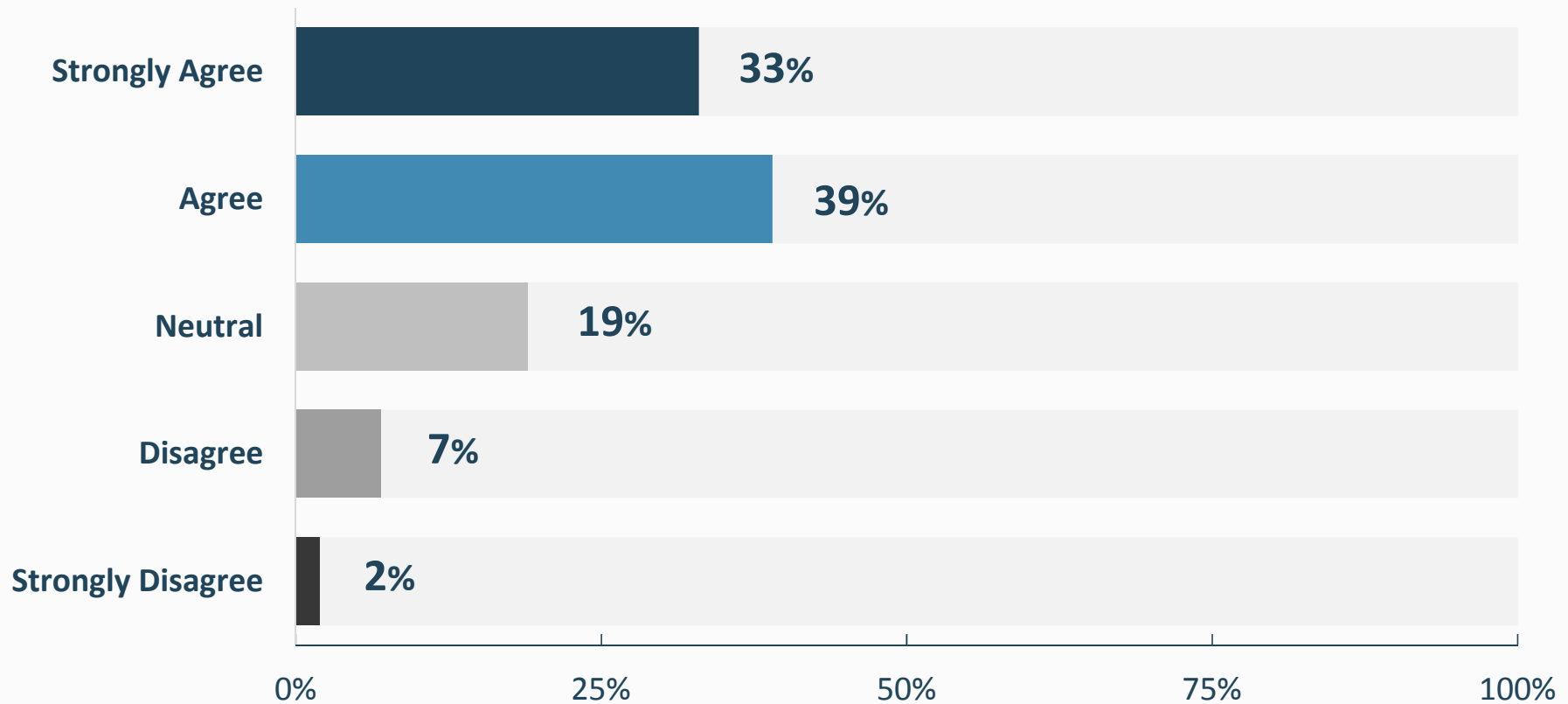
# My Development

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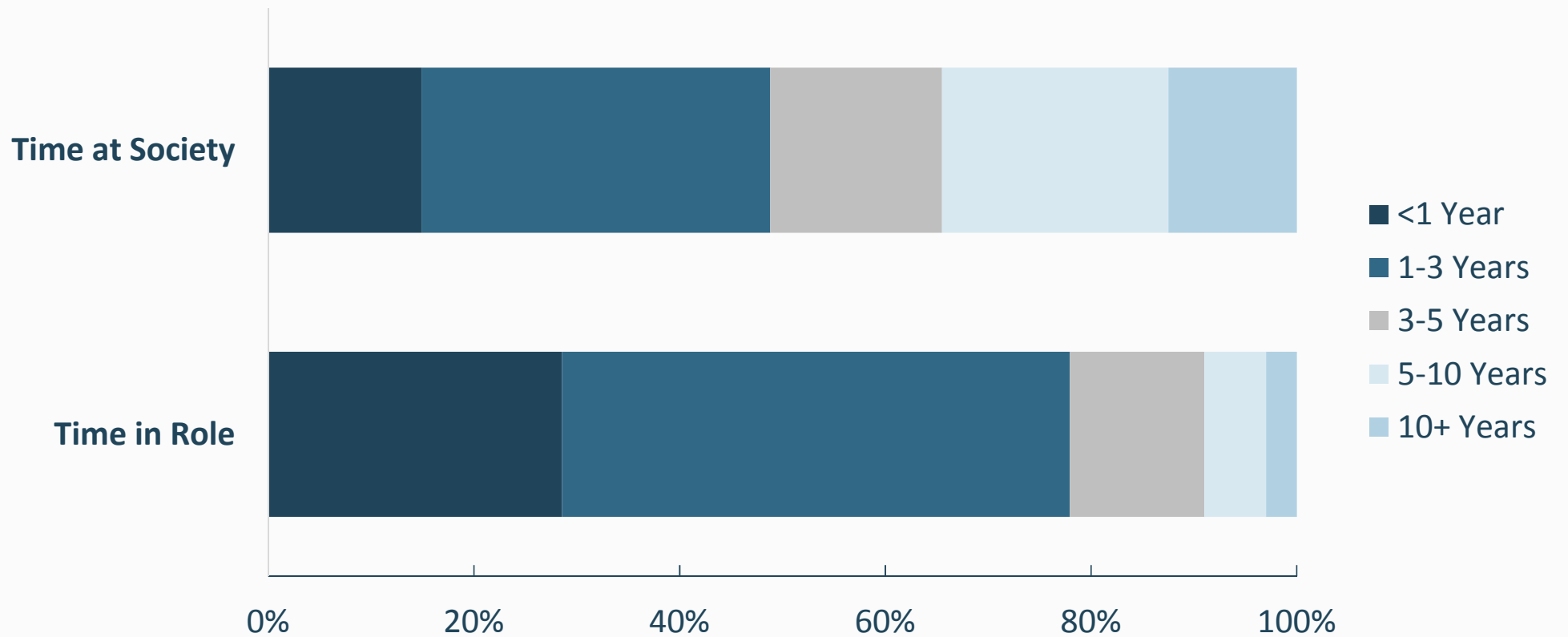
*A Key  
Differentiator*



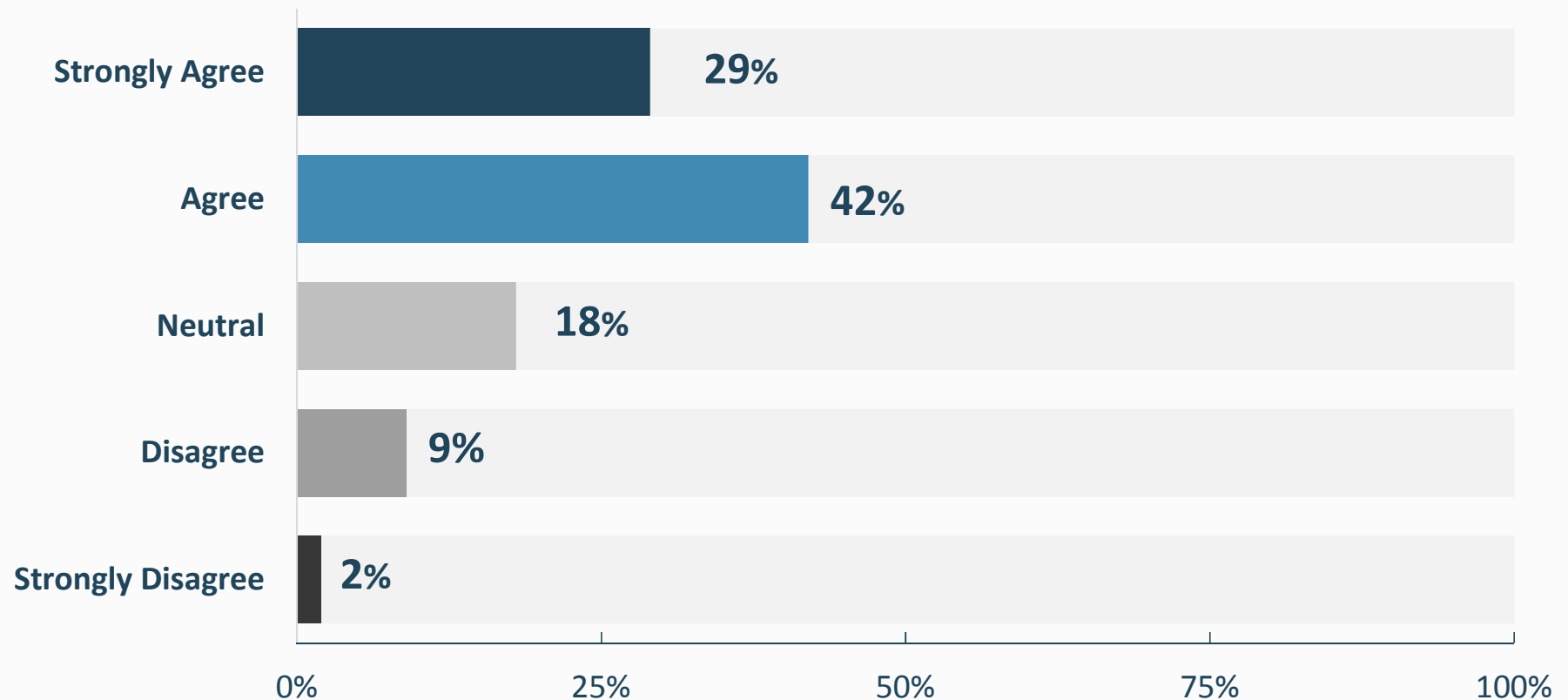
# Q: I see professional growth & advancement opportunities in my society.



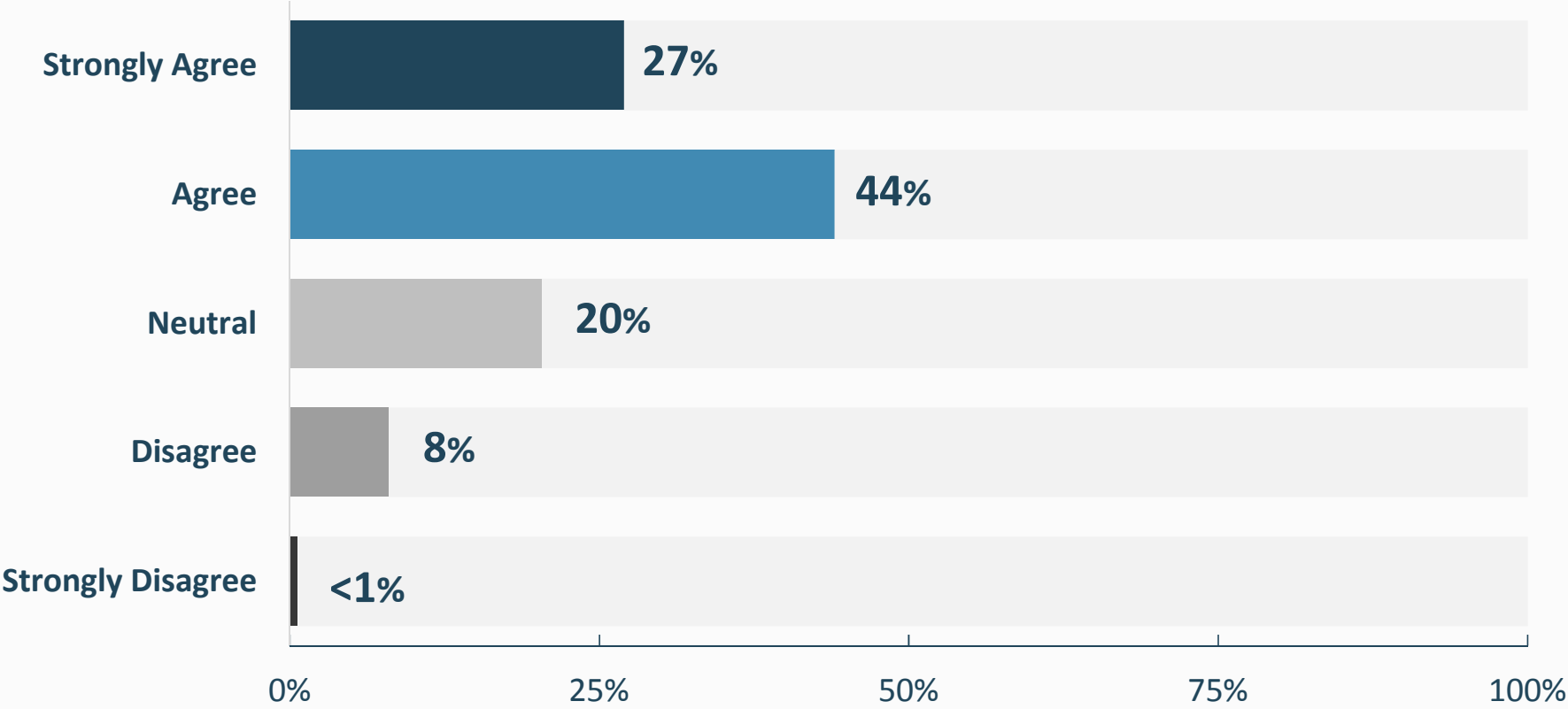
# Millennial Advancement



# Q: I was adequately trained for my current role.



# Q: I receive adequate opportunities for professional development.



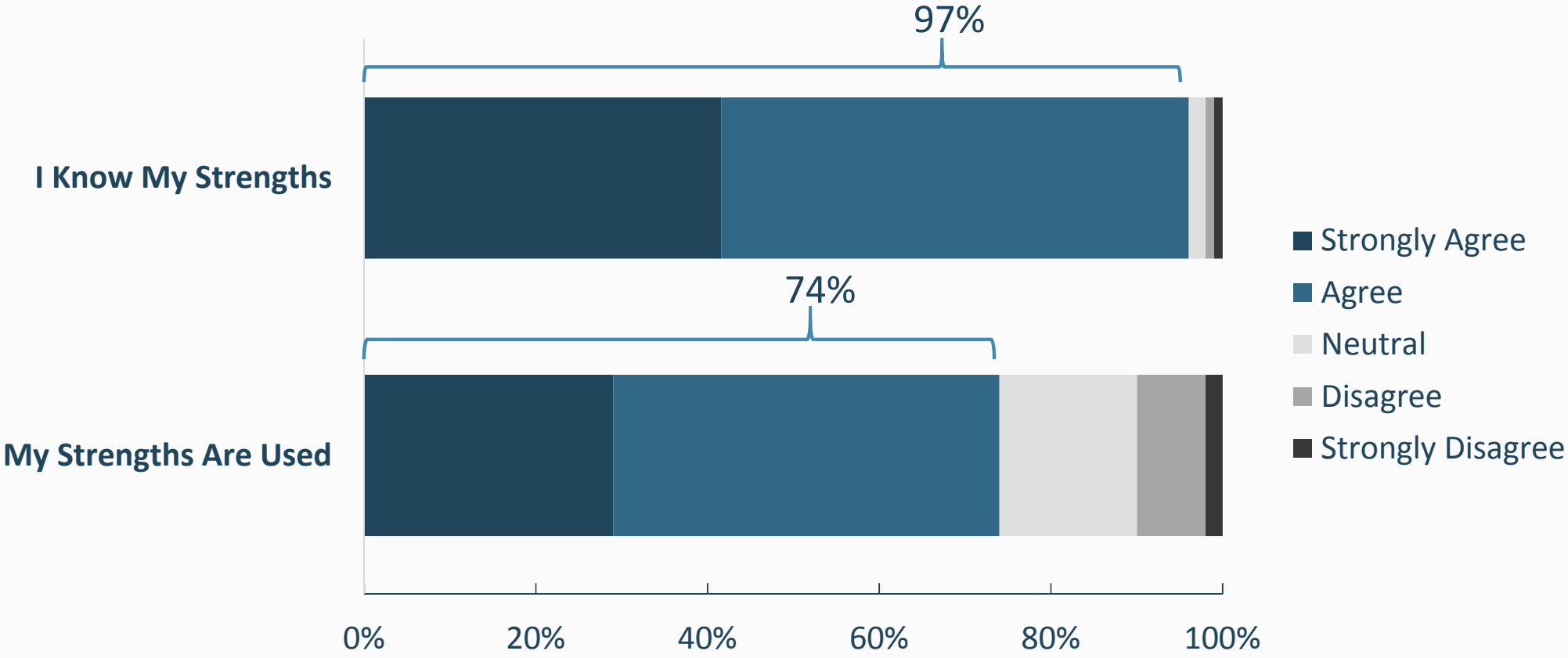


# My Strengths

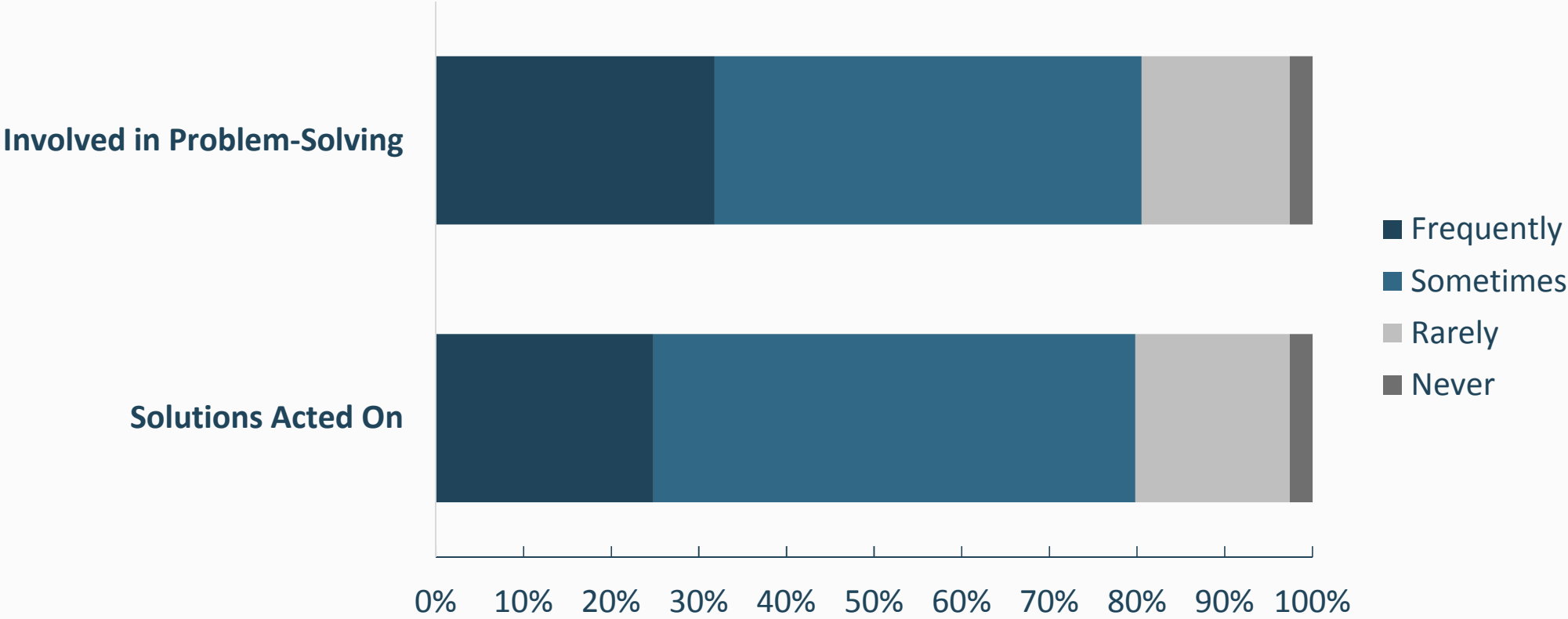
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*Infinite  
Development*

# Leveraging Individual Strengths



# Engaging Millennials In Developing Creative Solutions to Fraternal Challenges





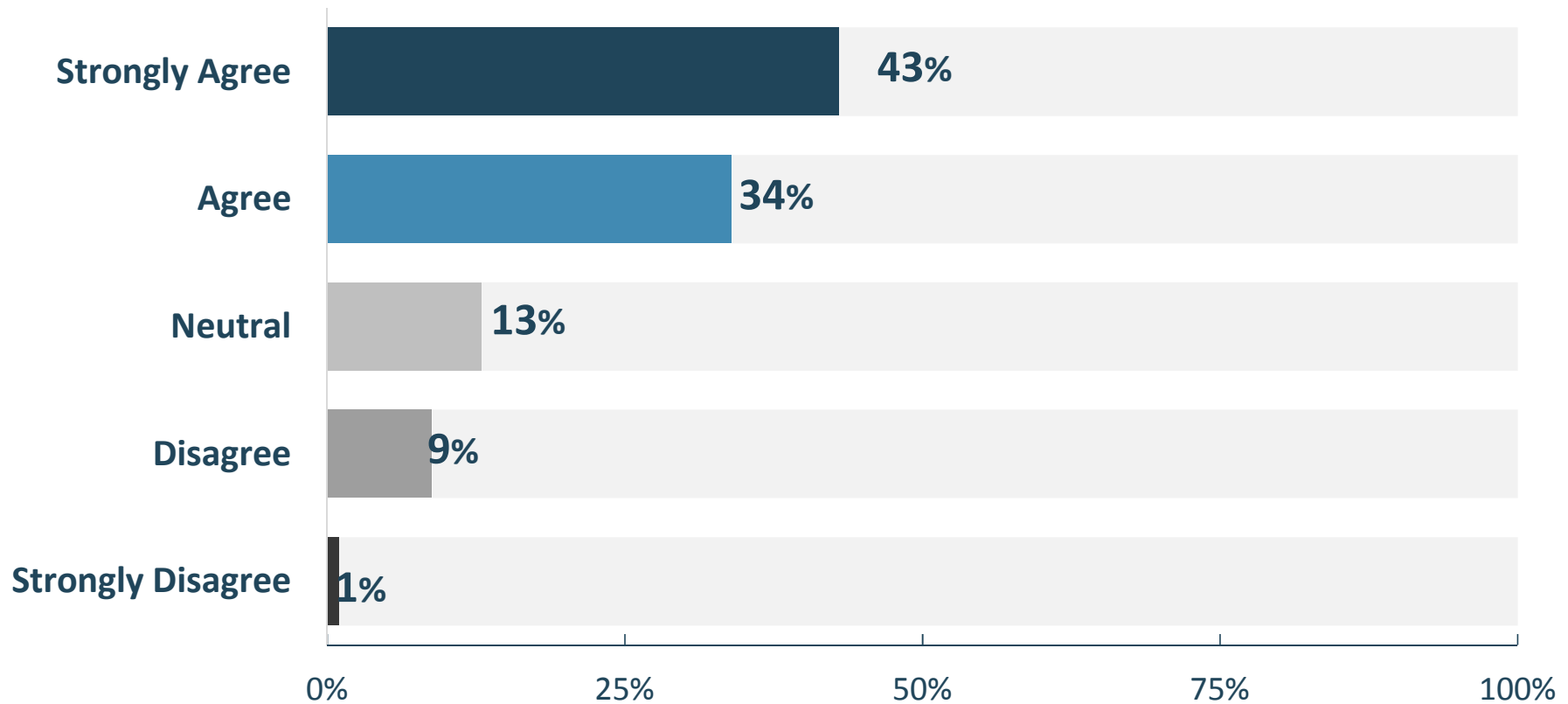
# My Ongoing Conversations

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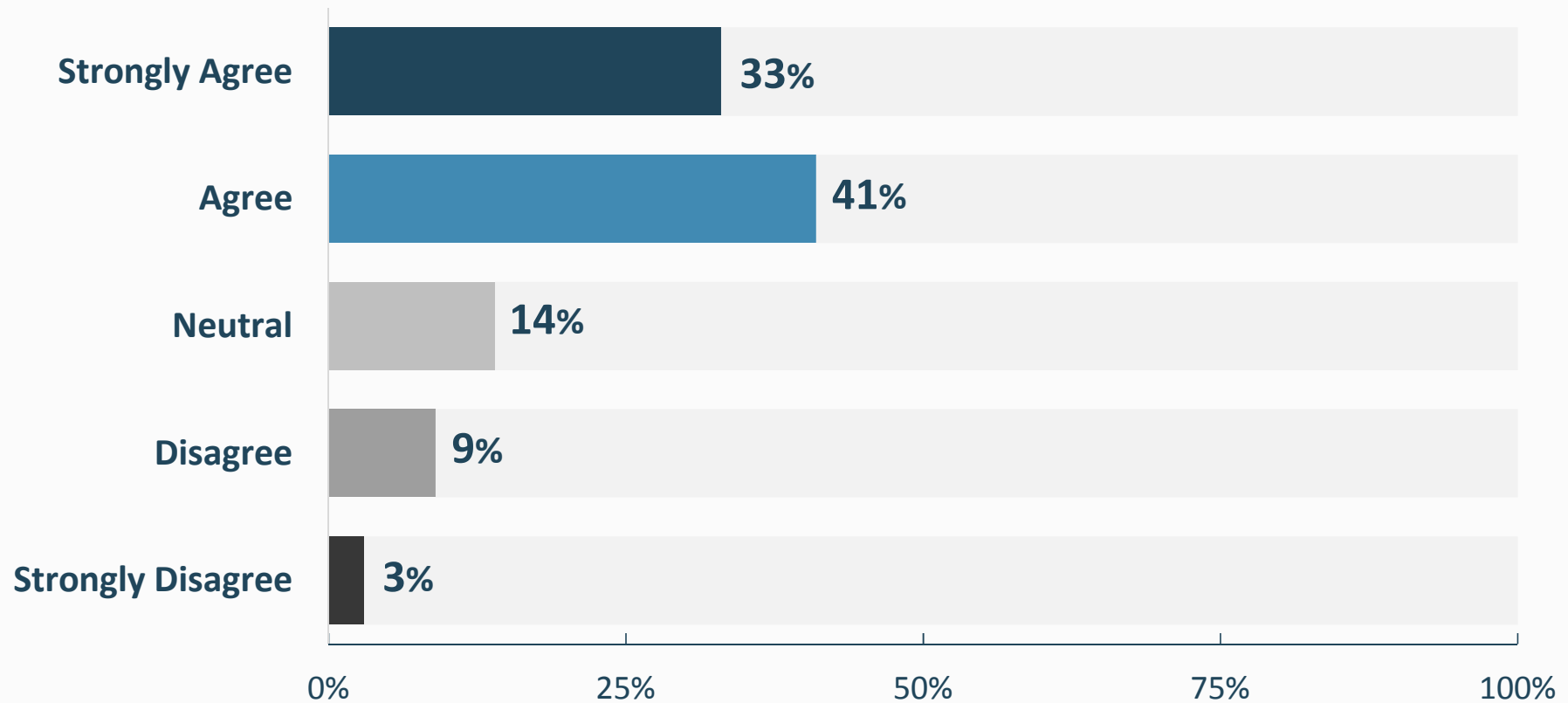
*Consistent  
Communication  
is Key*



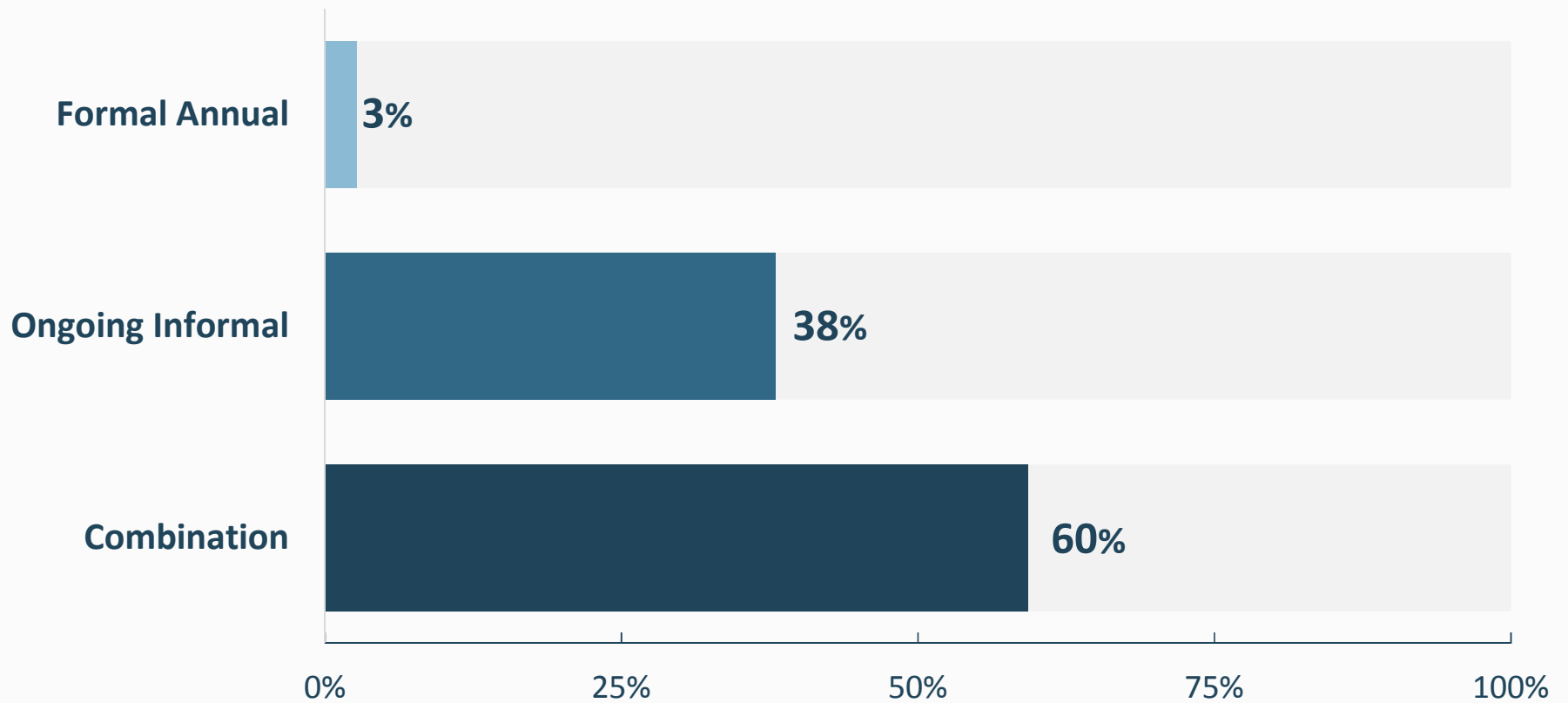
# Q: I receive adequate recognition when I perform well



# Q: I receive adequate constructive criticism that helps me grow.



# Q: How do you prefer to receive performance feedback?





# My Coach

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*Understanding  
the  
Individual*

# Characteristics of Successful Coaches

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*View employees foremost as people*

Understand fundamental motivators

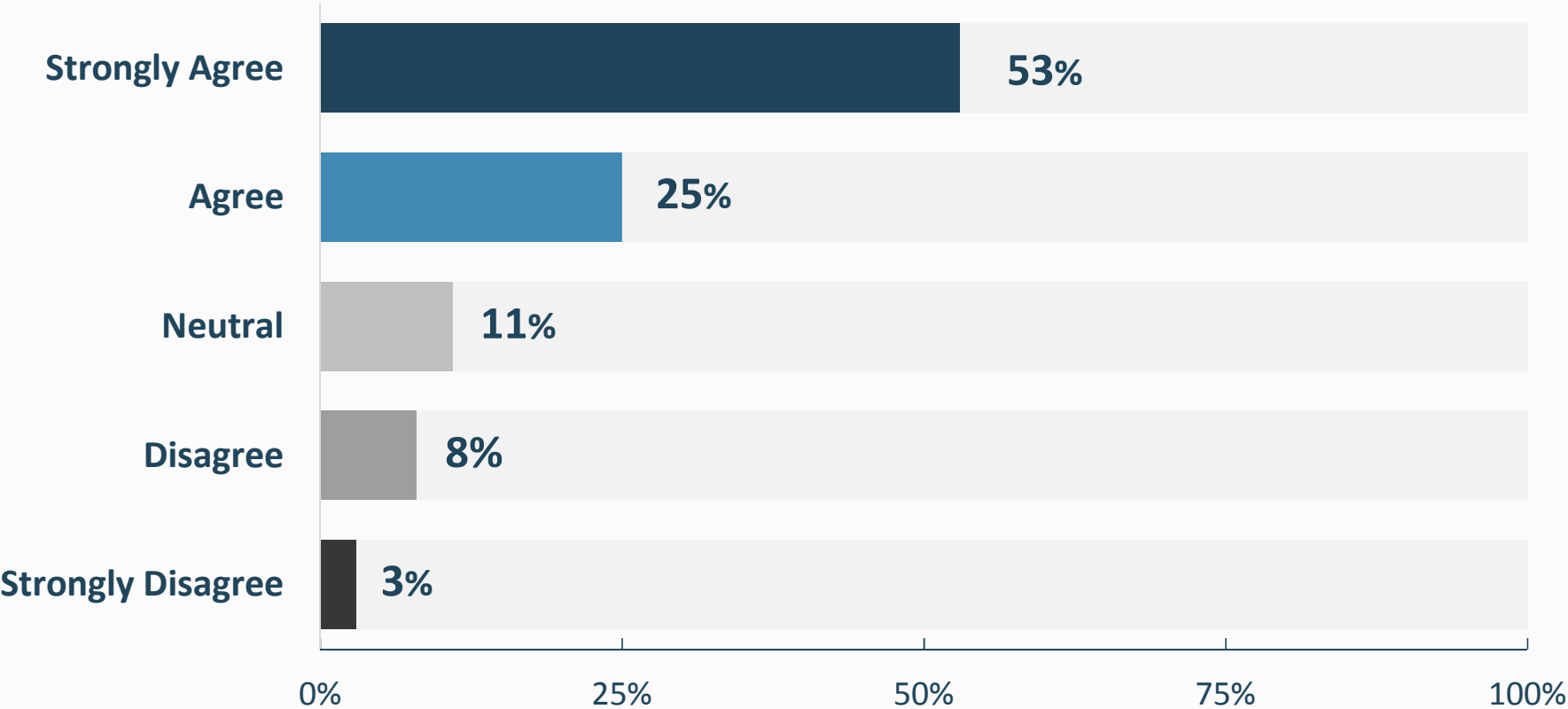
*Care about and enable personal and professional growth*

Individualize expectations

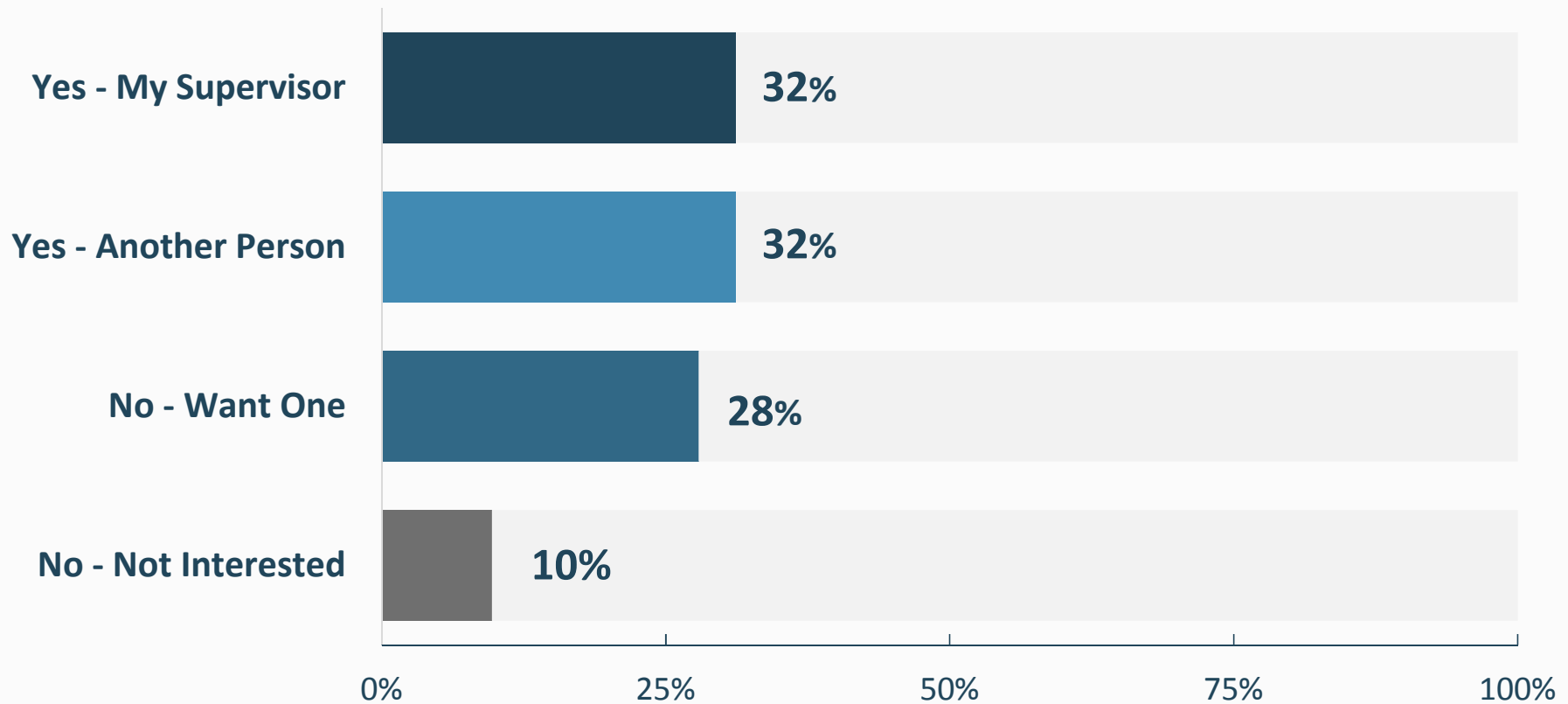
*They take action to enable success*

Not unique to Millennials

# Q: My supervisor makes enough 1:1 time with me.



# Q: Do you have a mentor at work?





# My Purpose

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*More Than A  
Paycheck*



Q: Which factor most influenced your decision to accept your job at your society?

People & Culture

Salary

Benefits

Society's Common Bond

Work-Life Balance

Purposeful Work

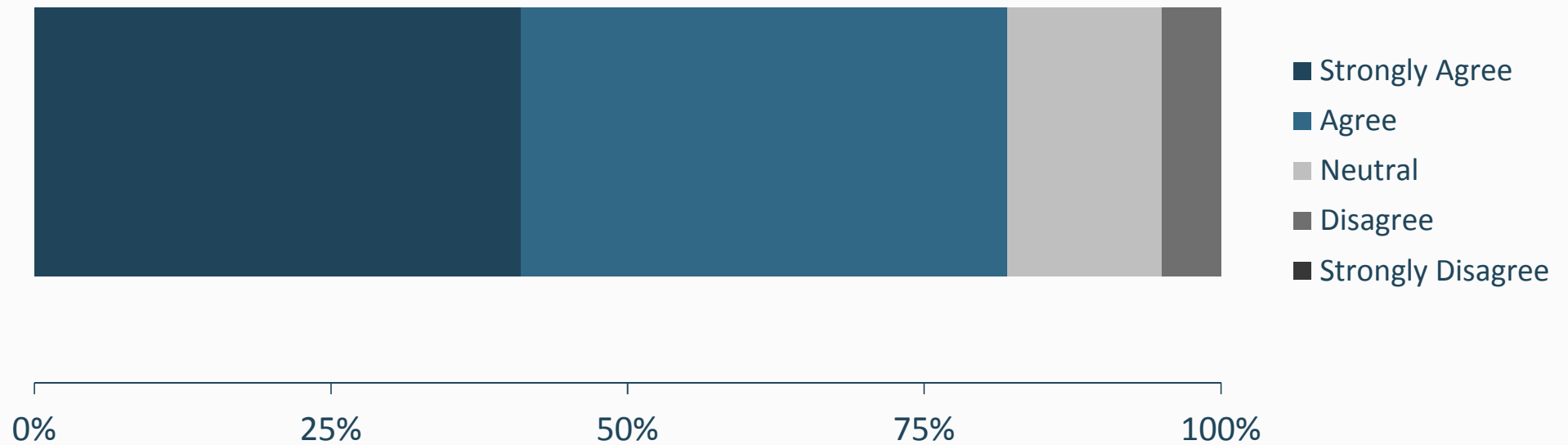
Job Flexibility

# Biggest Influence on Taking Job

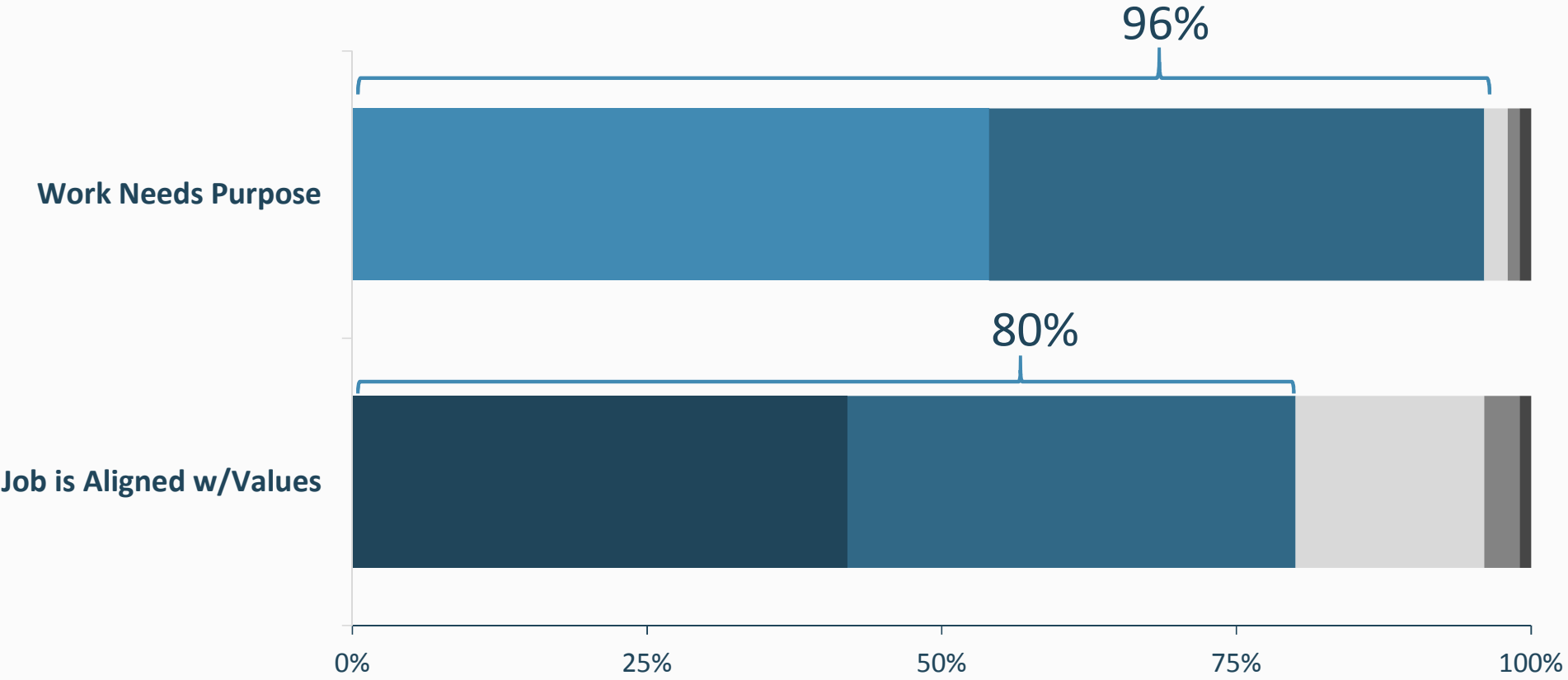
1. Work-Life Balance
2. Salary
3. Purposeful Work
4. People & Culture
5. Benefits
6. Job Flexibility
7. Society's Common Bond



# Q: I identify with my society's mission/ common bond



# Q: My job is aligned with my personal values.



# Summary

**Workplace needs of Millennials & Non-Millennials very similar**

## *Differences:*

Work & life closely integrated

Millennials are consumers of the workplace

Development is key

Need guidance and support

**Opportunities & Challenges**

# Takeaways

Strong Positives

Attracting Talent

Development

Coaching

Q&A