



2020 Deloitte Global Millennial Survey Report

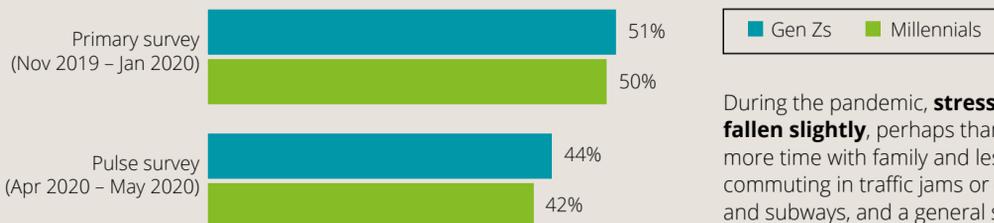
Resilient generations hold the key to building a “better normal”

The impact of the pandemic hit millennials and Gen Zs hard. But this did not lead to an increase in uneasiness and pessimism as one might expect. Millennials and Gen Zs are resilient and they see this moment in time as a chance to reset.

They aren't just hoping for a better world to emerge after the pandemic, they want to lead the change.

Stress levels are down ...

% who say they're stressed all or most of the time

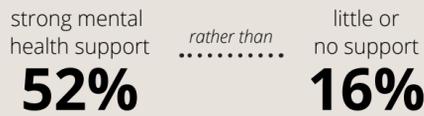


During the pandemic, **stress levels have fallen slightly**, perhaps thanks to spending more time with family and less time commuting in traffic jams or on packed trains and subways, and a general slowdown of life.

... but mental health is still a critical issue.



In the primary survey, **1 in 3** respondents cited they took time off of work in the past year because of stress. Millennials who were candid about their absences were **3 times as likely** to say their organizations provided:

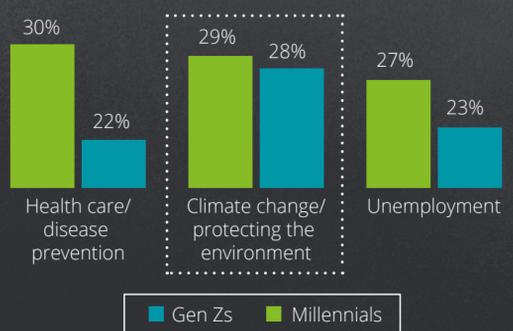


Climate change is a top concern for millennials and Gen Zs. Even as the pandemic unfolded around the world, this remained constant.



80% of pulse survey respondents think government and business need to make greater efforts to protect the environment, yet **nearly two-thirds** worry it will be less of a priority for both entities because of the economic impact of the pandemic.

Top three concerns for Millz and Gen Zs Pulse survey (Apr 2020 – May 2020)



Financial prudence may help them weather the crisis.

% refers to those who agree with each statement Primary survey (Nov 2019 – Jan 2020)

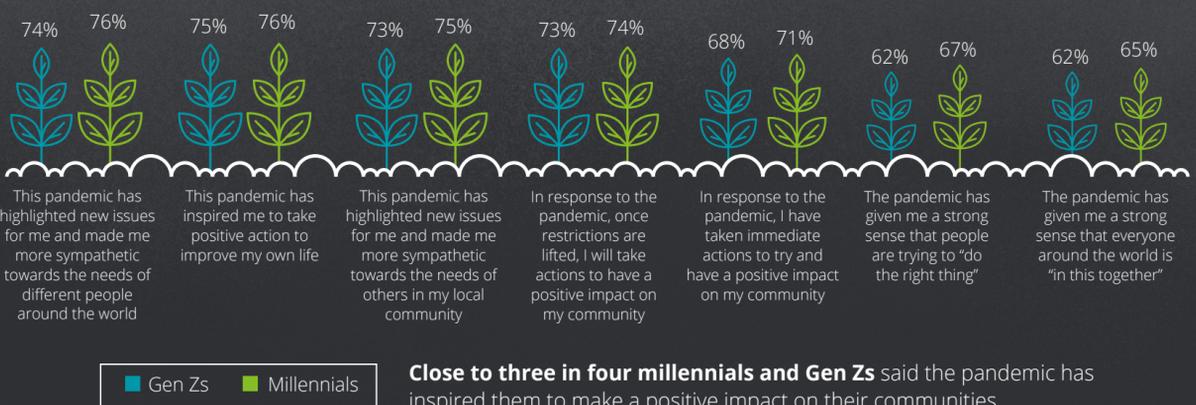


While long-term finances are a top cause of stress, **more than half of millennials and 43% of Gen Zs** say that they could cope if they unexpectedly received a large bill.



The pandemic has brought an even stronger sense of individual responsibility.

% refers to those who agree with each statement Pulse survey (Apr 2020 – May 2020)



Close to three in four millennials and Gen Zs said the pandemic has inspired them to make a positive impact on their communities.

Employers get high marks for their pandemic responses, but business must do more for society



3 in 5 millennials and Gen Zs think businesses have shown a genuine commitment to society during the pandemic (Apr 2019 – May 2020).



Despite positive reactions to business and employers' pandemic response, overall, millennials and Gen Zs **do not** believe business has a positive impact on society—**down 10 points** from their responses before the pandemic.



See [The Deloitte Global Millennial Survey 2020](https://www.deloitte.com/millennialsurvey) for more information.
www.deloitte.com/millennialsurvey

About Deloitte Insights
Deloitte Insights publishes original articles, reports and periodicals that provide insights for businesses, the public sector and NGOs. Our goal is to draw upon research and experience from throughout our professional services organization, and that of coauthors in academia and business, to advance the conversation on a broad spectrum of topics of interest to executives and government leaders. Deloitte Insights is an imprint of Deloitte Development LLC.

About Deloitte
Deloitte refers to one or more of Deloitte Touche Tohmatsu Limited (“DTTL”), its global network of member firms, and their related entities. DTTL (also referred to as “Deloitte Global”) and each of its member firms are legally separate and independent entities. DTTL does not provide services to clients. Please see www.deloitte.com/about to learn more.

Deloitte is a leading global provider of audit and assurance, consulting, financial advisory, risk advisory, tax and related services. Our network of member firms in more than 150 countries and territories serves four out of five Fortune Global 500® companies. Learn how Deloitte’s approximately 286,000 people make an impact that matters at www.deloitte.com.