



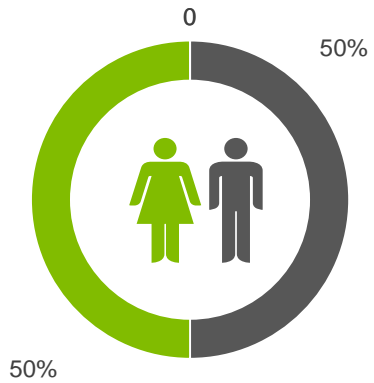
**The 2016 Deloitte  
Millennial Survey**

Switzerland - Country Report  
17 January 2016

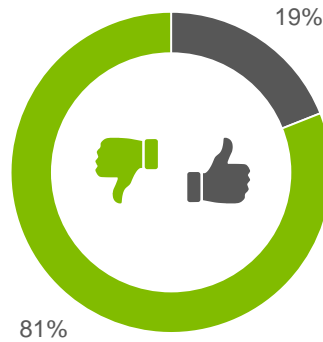
# Background

192 interviews achieved in Switzerland

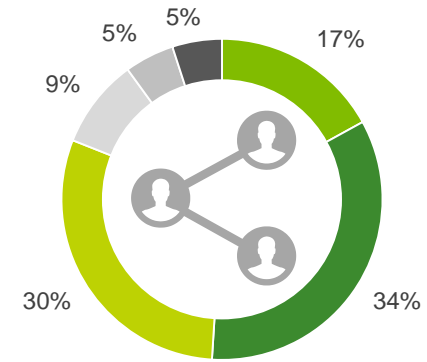
Gender



Have children

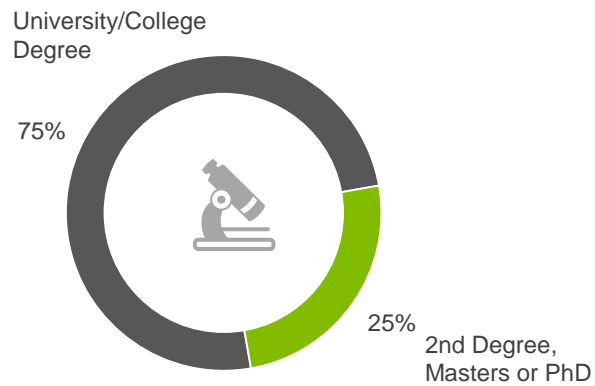


Job seniority/level

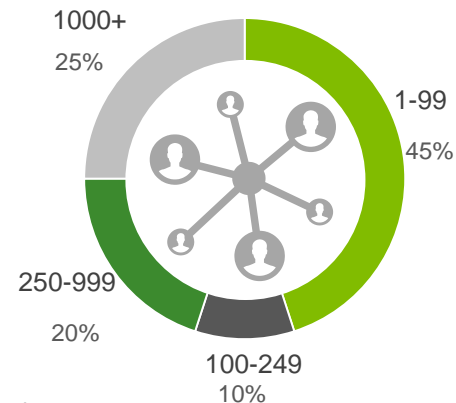


- Trainee/apprentice/graduate
- Junior level executive
- Mid-level executive
- Senior executive
- Head of department/division
- Senior management team/board

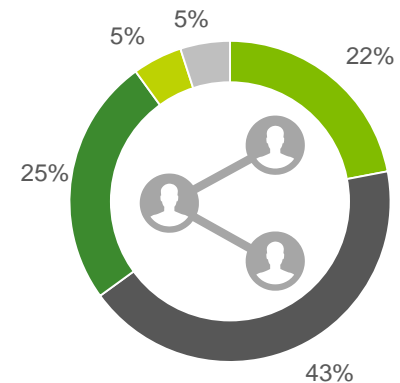
Education level



Organisation size



Organisation type

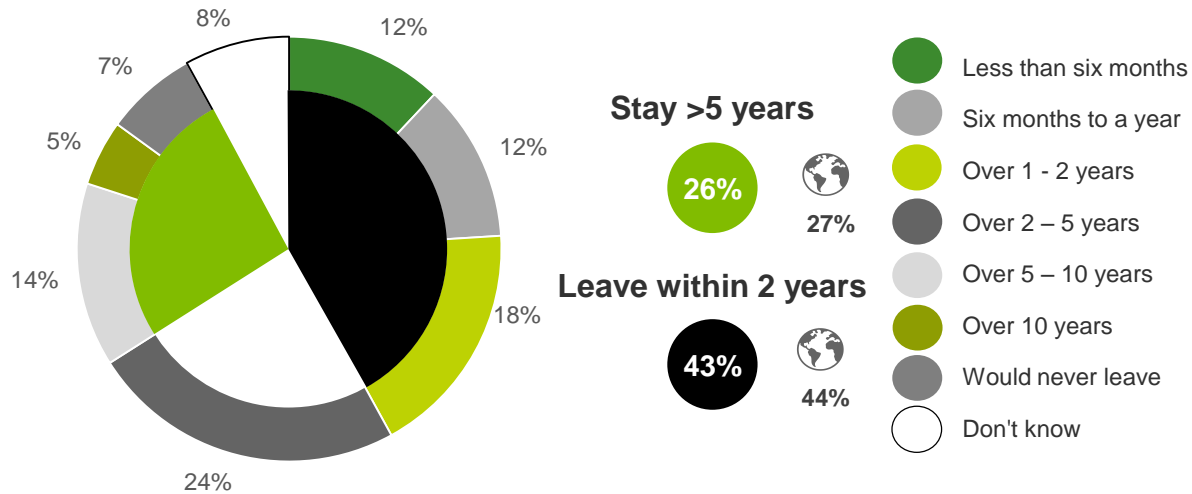


- Listed/publicly owned business
- Privately owned business
- State owned or public sector organisation
- Not for profit organisation/charity
- Other

# Loyalty and leadership

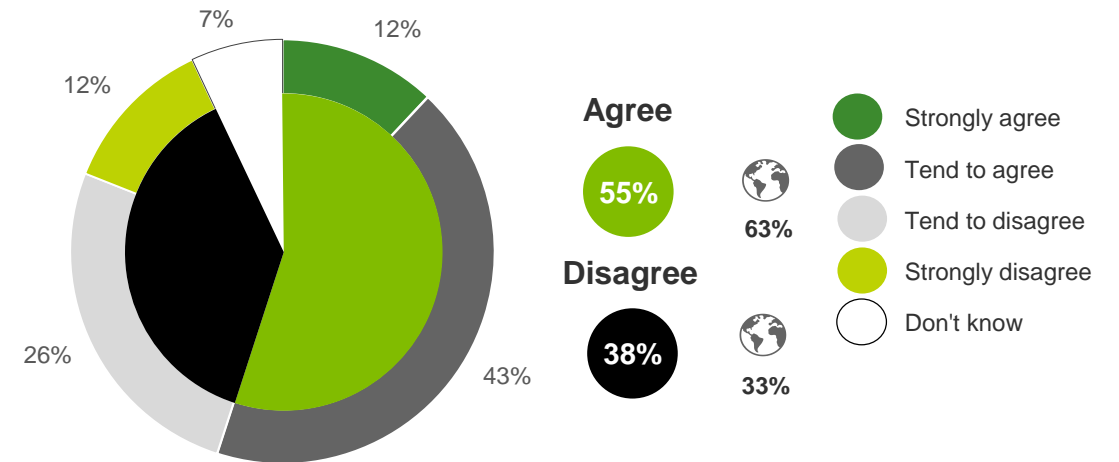
## % who will leave the business in the next...

Q21. If you had a choice how long would you stay with your current employer before leaving to join a new organisation or do something different? Base: Switzerland 192, Global 7,692



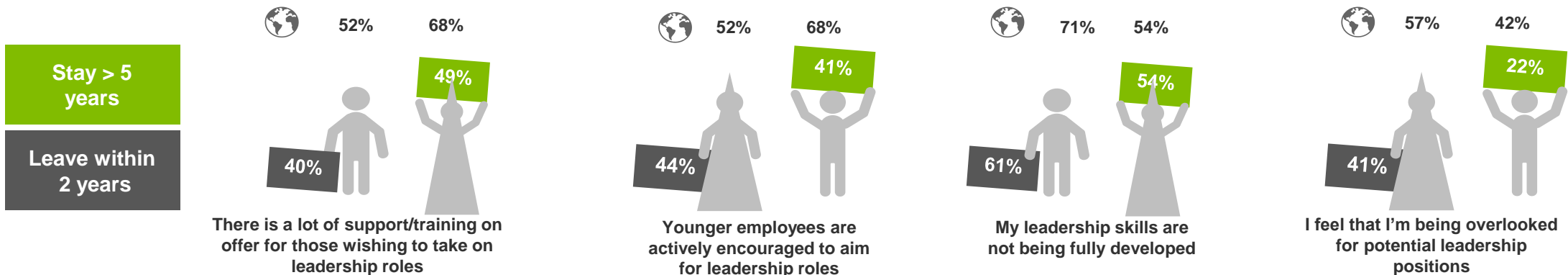
## % who agree their leadership skills are not being fully developed...

Q18: Thinking about the support your organization offers you as regards to taking on leadership positions, to what extent do you agree or disagree – My leadership skills are not being fully developed? Base: Switzerland 192, Global 7,692



## % agree with the statements...

Q18. Thinking about the support your organization offers you as regards taking on leadership positions, to what extent do you agree or disagree with the following statements? Base: Switzerland Stay > 5 years 53, Leave within 2 years 78; Global Stay > 5 years 2,087, Leave within 2 years 3,325



# Business impact on society & measures of business success



73%

...of Millennials say **business has a positive impact on wider society**



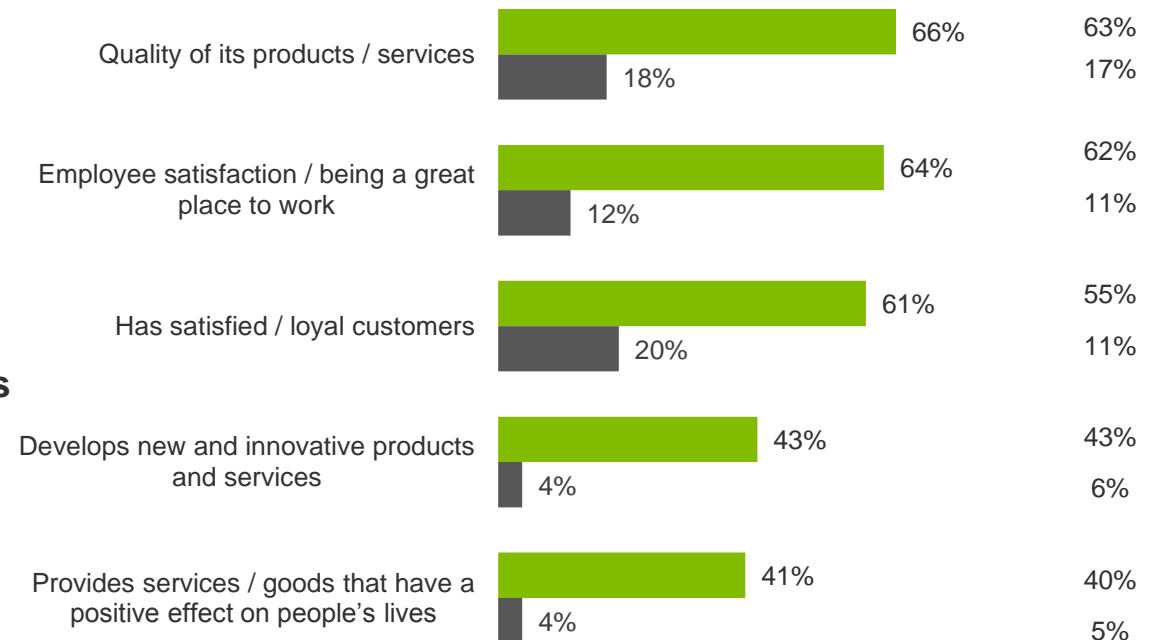
87%

...of Millennials say **business success should be measured by more than financial performance**

## % importance as measure of business success

■ Some importance ■ Most important

Top 5



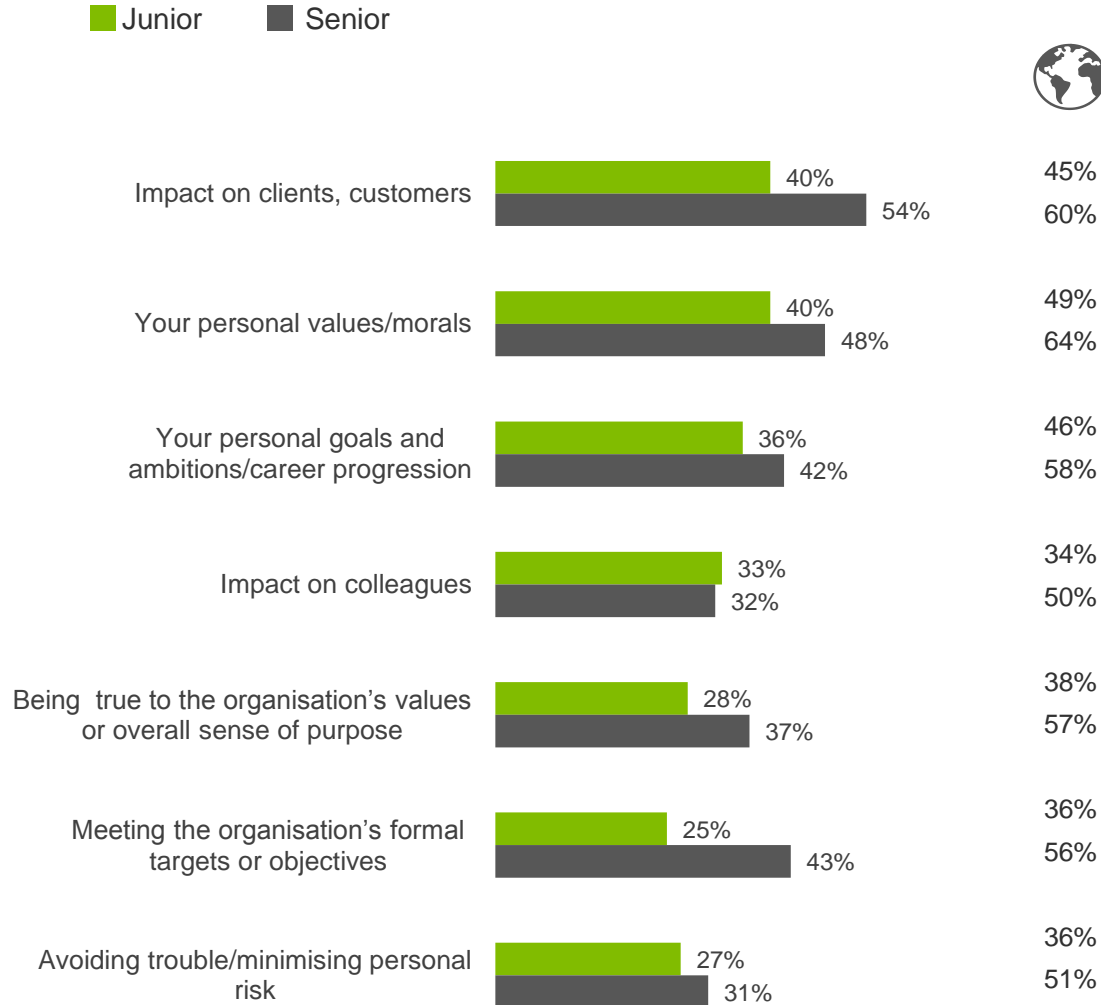
Q2. Do you think the success of a business should be measured in terms of more than just its financial performance? Base: Switzerland 192, Global 7,692  
 Q5. Thinking about businesses in general around the world, what impact do you think they are having on the wider society in which they operate? Base: Switzerland 192, Global 7,692

Q3. Apart from financial performance what else should a company be measured against in order to judge whether it is successful? Q4. In what order would you put these measures of success?  
 MULTICODE Base: Switzerland 156, Global 6,708

# Personal values

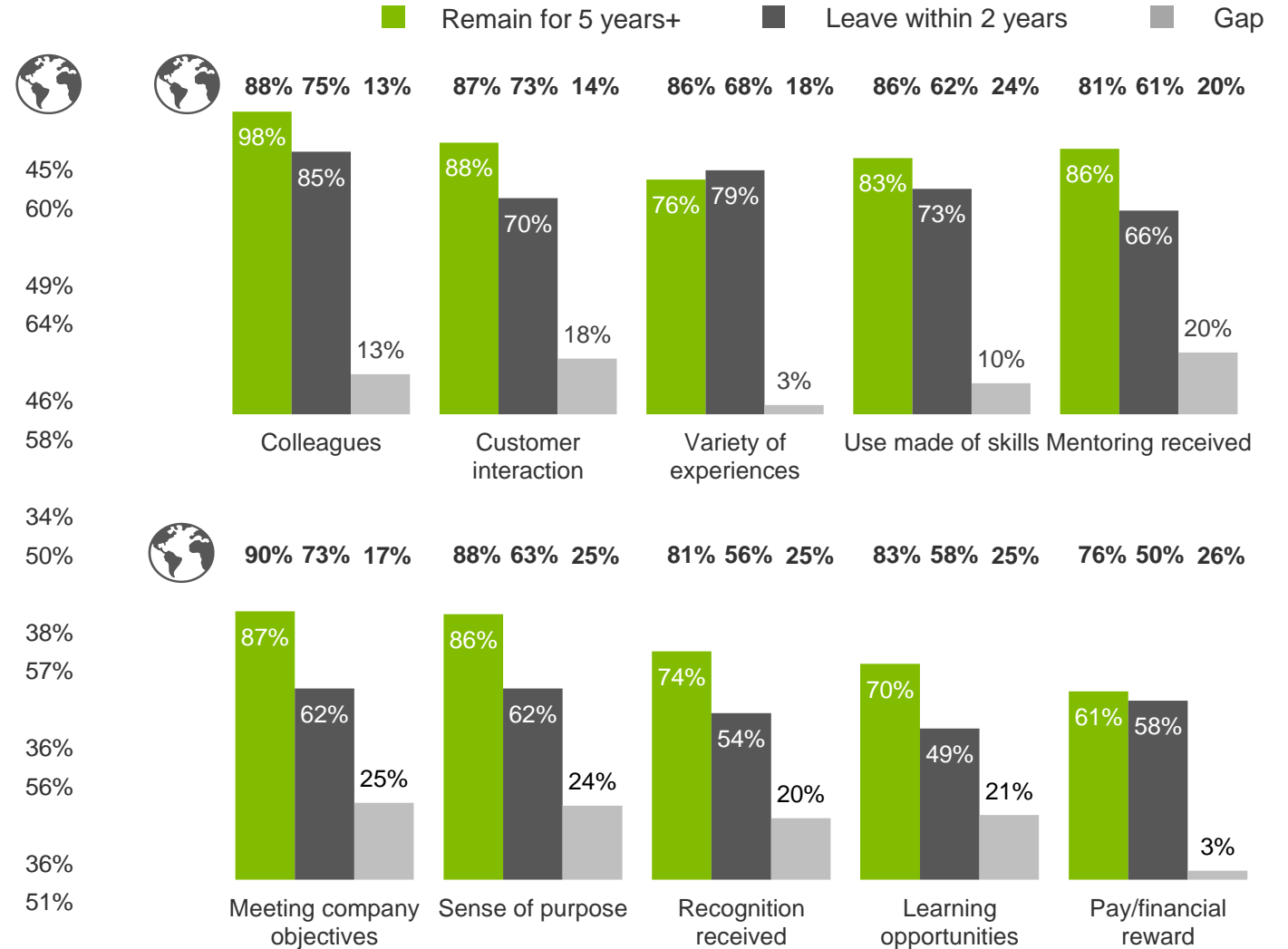
## % very influential when making decisions at work

Q9 How much influence do the following factors have when you are making decisions at work?  
Base: Switzerland Junior 98, Senior 19 (low base); Global Junior 3,114, Senior 1,428



## % satisfied with each aspect of current working life

Q22: How satisfied are you with the following aspects of your current working life? Base: Switzerland Stay > 5 years 53, Leave within 2 years 78; Global Stay > 5 years 2,087, Leave within 2 years 3,325

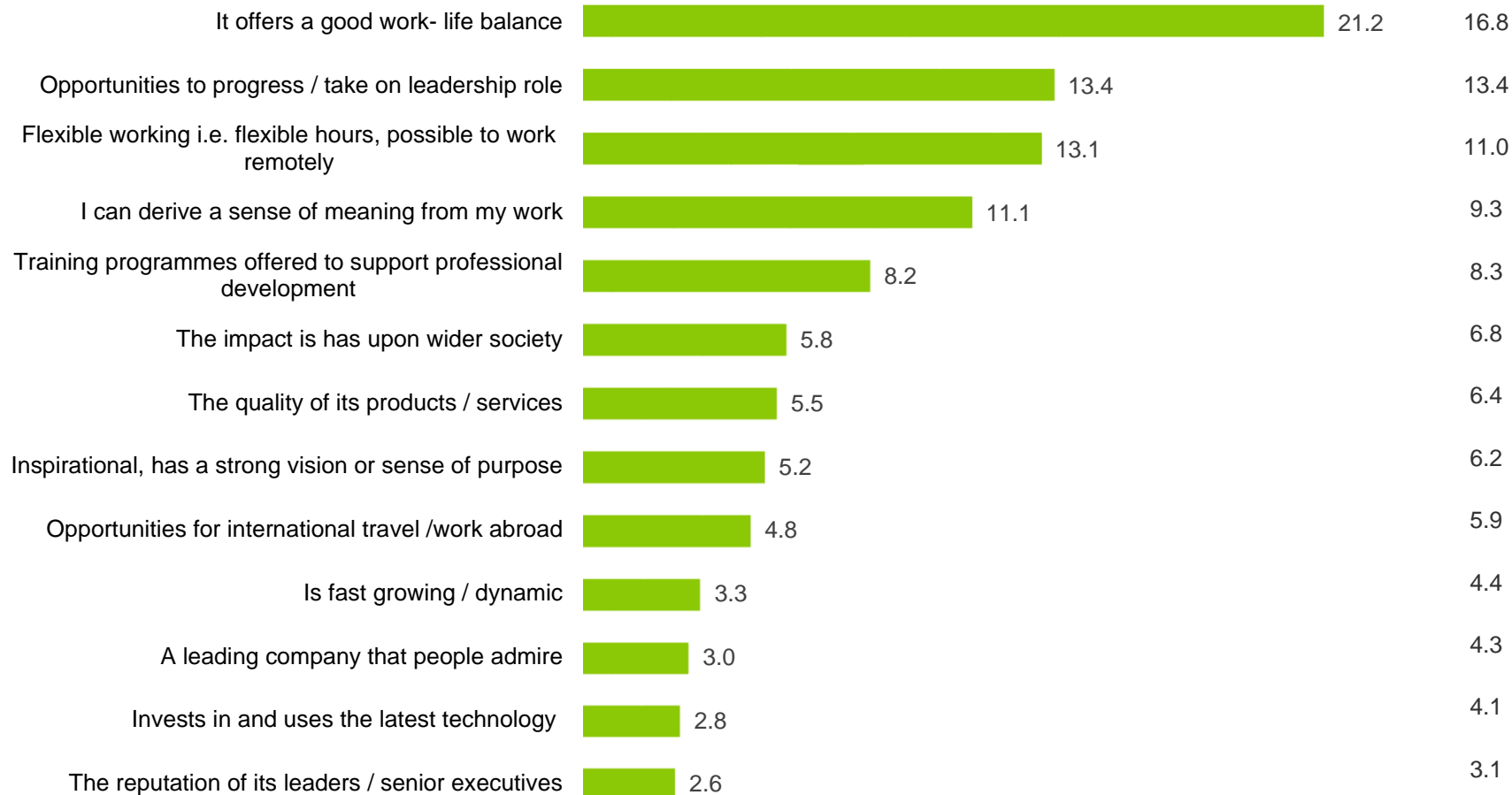


# Employer of choice

## Relative degree of importance when choosing to work for an organisation (excluding salary)

Q23. For each of the following groups of four, please indicate what would be the strongest reason for choosing to work for an organisation and what would be the weakest. Results calculated through a process of maximum differentiation.

Base: Switzerland 192, Global 7,692





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