



# MILLENNIAL LOYALTY

Winning over the next generation of leaders  
The 2016 Deloitte Millennial Survey

## ONE FOOT OUT OF THE DOOR

# 66%

of Millennials expect to leave their organization by the end of 2020



## DISLOYAL OR JUST NEGLECTED?

# 63%

of Millennials believe their leadership skills are not being fully developed...

48%

...but the ability to progress and take on a leadership role is one of the most important drivers when evaluating job opportunities

72%

Germany

Brazil

## DEVELOPING MILLENNIALS: THE LOYALTY LINK

Creating new leaders builds loyalty



## SUBSTANCE OVER STYLE

Success for Millennials is about more than the bottom line  
Millennials who believe business has a positive impact on wider society measure organizations against...



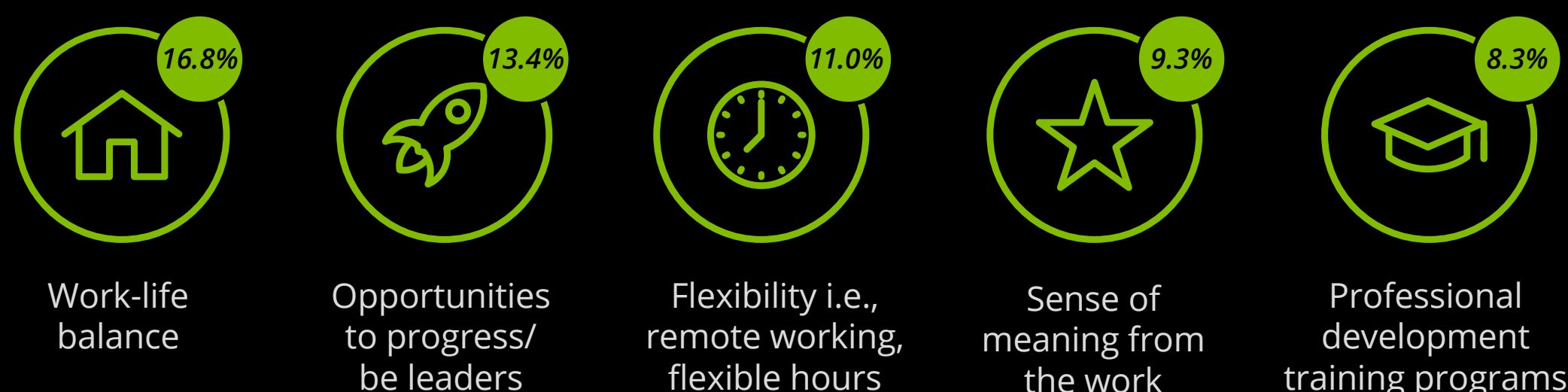
## THE VALUES GENERATION

Millennials say their personal values have the greatest influence on their decision making



## EARNING MILLENNIALS' LOYALTY

Building a values-led culture  
What to offer Millennials based on most important drivers of employer choice (excluding salary)\*



\* Percentage share of importance

Learn more at [www.deloitte.com/MillennialSurvey](http://www.deloitte.com/MillennialSurvey)  
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