In business, disruption can promote innovation, growth, and agility. But unbridled disruption and societal discord has created a “generation disrupted.”

In this year’s survey, millennials and Generation Zs are expressing uneasiness and pessimism about their careers, their lives, and society.

Views of the economy, social/political environment, and business are at all-time lows:

- Belief in economic improvement over the next year: 24%
- Belief in social/political environment will improve over next year: 22%
- Belief that local leaders will improve: 45%
- Belief that national leaders will improve: 40%

These younger generations lack trust in traditional institutions:

- Are concerned about the world around them: 31%
- Climate change/promoting the environment: 41%
- Income inequality/distribution of wealth: 23%
- Unemployment: 21%

... and have a complicated relationship with social media.

- Agree that they’d be physically healthier if they reduced time spent on social media: 56%
- Agree that, in balance, social media does more harm than good: 29%
- Agree that they would like to completely stop using social media: 19%
- Agree that it has a positive impact on society: 54%
- Agree that it has a negative impact on society: 42%

Their priorities have evolved—or at least been delayed—by financial or other constraints.

Percent indicating they have the following ambitions:

<table>
<thead>
<tr>
<th>Millennial</th>
<th>Gen Z</th>
</tr>
</thead>
<tbody>
<tr>
<td>To travel the world</td>
<td>57%</td>
</tr>
<tr>
<td>To start a family</td>
<td>52%</td>
</tr>
<tr>
<td>To buy a home</td>
<td>56%</td>
</tr>
<tr>
<td>To be a leader</td>
<td>52%</td>
</tr>
</tbody>
</table>

Millennial values affect their consumer relationships...

- 38% of millennials and 37% of Generation Zs have products/services that they won’t buy from companies that they believe are engaging in socially irresponsible practices.
- 38% of millennials and 36% of Generation Zs are concerned about the environment.
- 37% of millennials and 35% of Generation Zs say they wouldn’t buy a product from a company that they don’t believe is thinking about social issues.
- 36% of millennials and 39% of Generation Zs say they won’t buy a product from a company that they believe is contributing to income inequality.

... and their relationships with employers.

- 38% of millennials and 36% of Generation Zs would look to leave employers that didn’t prioritize these issues, and how soon:
  - Up to 3 years: 27%
  - 4-6 years: 24%
  - 7 years or more: 22%

See A generation disrupted for more information on the 2019 survey. www.deloitte.com/millennialsurvey