

Millennials Describe the Ideal Workplace & Employer

The next generation's employment ideals aren't much different from those of baby boomers and Gen Xers. MDM recently conducted a survey of students in industrial distribution programs at three universities about what they're looking for in a workplace. Here are some of their replies.

#1

Rewards employees based on merit

“Culture-wise, just working at a place where people are happy to show up every day and believe in their work. I've worked in a warehouse where everyone hated their job, and that attitude catches up to you eventually no matter how positive a person you are. Policy-wise, just being flexible on hours once the trust is earned. Also, letting your work speak for itself. Inside office politics can be extremely frustrating.”

– University of Colorado Boulder

#2

Encourages collaboration and work-life balance

“Collaborative culture with a strong focus on feedback, encouragement, innovativeness, results. A company that really cares about work-life balance.”

– *Texas A&M University*

#3

Has clearly outlined advancement opportunities

“My ideal workplace would be conservative in culture. Flexible schedules are preferred but not required (i.e., the “9/80” work week). Opportunities for advancement would be clearly outlined and adhered to by all employees. Additionally, my ideal workplace would support an adequate work-life balance.”

– *Texas A&M University*

#4

Is loose and laid back yet has a strong work ethic

“I personally hold company culture in very high regards. It is one of my top determining factors for my future career in the industry. I like a loose, laid-back culture where people like to have fun with each other, including the customer in certain situations, but still maintains a diligent work ethic.”

– University of Nebraska at Kearney

#5

Is challenging and supportive

“Ideally, I hope to work in a supportive, collaborative environment doing something that I am good at and enjoy but still challenges me to grow and continue learning; also, it is important to me that I provide a needed competency/add some sort of value to the organization.”

– *Texas A&M University*

#6

Has a sound mission

“When looking at employers, I look at the values and culture they promote as well as their mission. Specifically, I look for employers that place emphasis on doing things the right way and value both their customers and employees.”

– *Texas A&M University*

#7

Encourages employee development

“I look for honesty and trust. I feel that those are the two major components when it comes to any relationship. I would want them to have the best understanding of the company and a great skill of helping their employees grow stronger in the company.”

– *University of Nebraska at Kearney*

#8

Is a family-oriented environment

“I look for stability. I want to be able to live a comfortable life on a good wage and not worry if I will have money at the end of the month to cover expenses. I don't want to have really good weeks or months but then turn around and have ones where I make next to nothing. I also look for a family-oriented workplace. I don't want them to know everything that is going on in my personal life, but have them understand that things happen and we have to be there for them.”

– *Texas A&M University*

#9

Is appreciative and welcomes open communication

“What I look for in potential employers is how they act and treat me, as well as existing employees. I do not want to work for someone who is extremely hard on others or does not appreciate what they do. I want to work for someone who is nice, understanding of other people’s lives and is open for communication without making someone feel intimidated.”

– *University of Nebraska at Kearney*

#10

Has proven it's a growing company

“Typically I look at: Do I find the work interesting/is the company a market leader or growing? After that, the potential to grow my career and a great boss are the next two most important things. Since you are around your coworkers 40-plus hours a week, being around good, hard-working people is important.”

– University of Colorado Boulder

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