

# 7 THINGS MILLENNIALS WANT IN THEIR WORKPLACE



The next generation of workers are already here. Millennials — the demographic of people born between 1981 and 1996 — **make up over 50% of today's workforce and will compose 75% of workers by 2030.**<sup>1</sup> Meet the demands of this leading talent pool by implementing these 7 things millennials want in their workplace.

## 1 FLEXIBLE FLOOR PLANS

Millennial workers aren't interested in reliving the workplace experience of their parents. They're trading in assigned desks and cubicles for spaces that reflect their adaptive approach to work.

**With only 40% of office work happening at their desks,** younger employees enjoy the freedom of open floor plans that allow them and their colleagues to work, collaborate, and engage from any part of the office.<sup>2</sup>

## 2 QUIET WORKSPACES

"Open" doesn't have to mean lively, however. While collaborative spaces are important, surveyed workers placed uninterrupted work time in a quiet setting at the top of their workplace wish list.<sup>3</sup> Free snacks and ping pong tables won't properly incentivize employees if they can't also comfortably complete their work.



## 3 MODERN DESIGN CHOICES

A relaxed and varied office environment full of couches, coffee tables, and both standing and traditional desks provides more freedom to workers than typical office furniture. Furnishings also reveal an organization's personality and culture and can quickly sell (or turn off) applicants.<sup>4</sup>



## 4 TECH INTEGRATION

Millennials grew up with the latest tech in their hands. They want the same from their workplaces.<sup>5</sup> Intelligent software, efficient facility systems, and modern digital infrastructure have become an expectation.

Adopting smart device integration can further offer team members greater control and accessibility. Workers can enter the office or dim the breakout room lights from the tap of their smartphone.

## 5 GREEN SPACES FROM ETHICAL COMPANIES

87% of millennials believe that companies should be actively addressing social and environmental issues.<sup>6</sup> Signaling progressive values is key to attracting socially conscious applicants, even if your business isn't centered around social or ecological change.

Incorporating indoor and outdoor greenery, large windows for natural light, and a LEED or WELL certificate can make your organization's sustainability views clear. Facility leaders can actively engage employees in their shared sustainability goals through engaging recycling programs, transparent waste removal, and water conservation efforts. Plus, energy-efficient equipment and alternative energy sources like solar arrays can help offset improvement costs and lower utility rates in the process.

## 6 ADDED AMENITIES

Millennial workers tend to blur the line between work and play. In-building bonuses like cafes, fitness facilities, and outdoor access can reenergize employees during the workday and boost their perception of their employers.<sup>7</sup>



## 7 SAFE, HEALTHY OFFICE SPACES

When flex-minded workers are in the office, their health and wellness concerns will be top of mind. Offices can reassure employees by adopting advanced safety measures like heightened surface disinfection and high-quality ventilation through efficient air systems.



Modernizing your workspace can help attract and retain your team's future leaders. But bringing your office into the here and now isn't as simple as flipping a switch — you'll need the help of a few expert partners.

**For all your facility service needs, questions, and ideas, turn to the experts at ABM.**

### SOURCES

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