WORKPLACE DYNAMICS: THE IDEAL BOSS

As the youngest employees in the workforce, Millennials interact regularly with members of several other generations, each bringing their own characteristics and communication styles. As shared in a recent nationwide survey by Barnes & Noble College, these experiences have helped Millennials form distinct ideas about what they want in a boss and how to conduct supervisory relationships.

PERSONALITY AND ATTRIBUTES

Describing the Ideal Boss

Important Qualities

90% Over 90% say:
- Competency
- Communication style
- Inclusive leadership
- Management style
- Values employees
- Opinions/feedback
- Delivers frequent, honest feedback

70% Over 70% say:
- Actively coaches through grade activities
- Provides visible recognition/praise
- Helps employees
- Network

58% Least important quality?
- Providing financial rewards

Single Most Important Quality

27% Competency

17% Management style

16% Inclusive leadership

12% Communication style

Gender Breakdown

Men were significantly more likely to rate one quality as important:
- Providing financial rewards.

Women rated almost every other quality as more important than men.

SUPERVISING STYLE

Importantly Ways of Relating to Employees

Meetings and Feedback

Preferred methods of checking in:

<table>
<thead>
<tr>
<th>MOST POPULAR</th>
<th>LEAST POPULAR</th>
</tr>
</thead>
<tbody>
<tr>
<td>Face-to-face (83%)</td>
<td>Skype (27%)</td>
</tr>
<tr>
<td>Phone (79%)</td>
<td>Email (78%)</td>
</tr>
<tr>
<td>Text (42%)</td>
<td>Face-to-face (17%)</td>
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While generally unpopular, more freshmen/sophomores chose “Only for problems” than their older peers.

Methods of Communication

Most popular:

Least popular:

MOVING FORWARD

Ultimately, most Millennials are looking for bosses willing to serve as mentors in the workplace – not to hold their hands, but to provide valuable one-on-one interaction and guidance. Successful employers will take note.

For more information, visit bncollege.com.

This custom survey of 1,277 undergraduate college students, ages 18-25, was conducted in September 2015 through Barnes & Noble College’s Student Point of View (POV), an online research community of diverse, forward-thinking students across the nation. To learn more about this survey, or our research capabilities, please contact us at (908) 991-2665 or info@bncollege.com.