

5 Key Traits of the MODERN EMPLOYEE

3radical

MILLENNIAL MINDSET

A new type of employee is emerging across organisations all over the world. HR Leaders first need to understand and then adapt in order to recruit, engage, and retain the very best modern talent for the future success of their business.

THESE NEW 'MODERN EMPLOYEES':

1 Demand strong personal development:

Employees are **25%** more likely to stay at an organisation more than **5 years** if their employer invests in their **personal development (training)**.

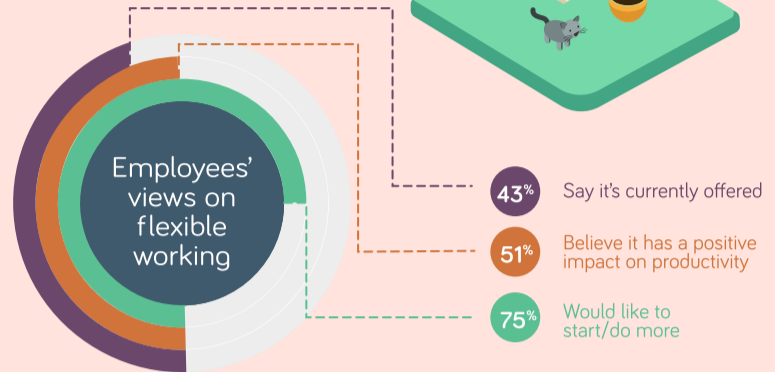


2 Expect flexible working:

With the rise of fast connectivity and portable devices, employees no longer see the need to be stuck at a desk every day.

75% would like more flexible working than they currently have

51% say it would make them more productive

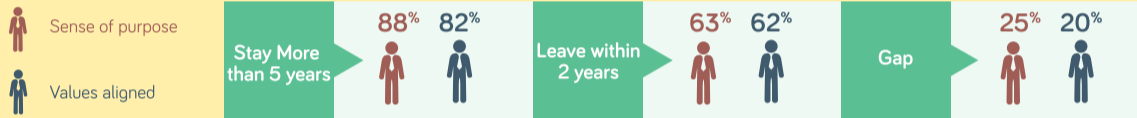


3 Want to work for an organisation that has a sense of purpose and aligns with their values:

Modern employees are increasingly seeing salary as a hygiene factor and are looking for a lot more from their career.

Employees are **25%** more likely to stay at an organisation for more than 5 years if the company they work for has a sense of purpose

They are **20%** more likely to stay more than 5 years if their values align with the organisation they work for



4 Expect to change roles and companies regularly:

There is an explosion of new online websites and tools making it easier than ever before to find jobs (and for jobs to find employees).

44% expect to leave their company within 2 years

2/3rds expect to leave within 5 years

2 in 3 Employees

Expect to LEAVE by **2020**

Percentage who expected to leave in the next ...

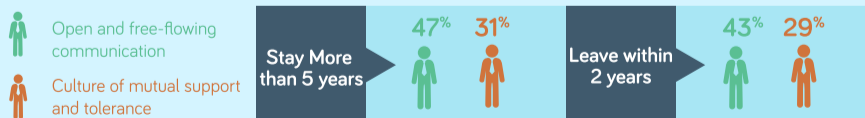


5 Expect more open communication and collaboration:

In an environment outside of work where people openly share content and freely connect with people all over the world, they expect the same at work.

Employees are **16%** more likely to stay more than **5 years** where there is open and free-flowing communication

14% more likely to stay more than **5 years** if there is a culture of support and tolerance amongst all employees



This new type of modern employee behaviour started with Millennials but is spreading across the wider workforce. The question is, are you going to take action now to become ahead of the curve or wait until it's too late?

If you want to understand the modern employee better and what you need to do in order to attract and recruit them, watch our [free webinar](#) today.

ABOUT 3radical

3radical offers a new way for organisations to get and keep an individual's attention. By using our powerful software platform to create engaging, interactive digital experiences, leading brands are realising exceptional engagement levels by delivering a fun, positive experience.

Created in collaboration with [Millennial Mindset](#), which is dedicated to helping businesses understand millennial employees and new ways of working. It is created and run by Adam Henderson who helps both employers and employees be more relevant for a 21st century career.

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