

How Millennial friendly is your company?

Q1. Do you currently work in an office either part-time or full-time?

Answer Options	Response Percent	Response Count
Yes	100.00%	561
No	0.00%	0
	answered question	561
	skipped question	0

Q2. What is your age?

Answer Options	Response Percent	Response Count
18 to 24	29.90%	168
25 to 34	61.00%	342
35 to 44	6.10%	34
45 to 54	2.10%	12
55 to 64	0.70%	4
65 to 74	0.00%	0
75 or older	0.20%	1
	answered question	561
	skipped question	0

Q3. How big is the organisation you work for?

Answer Options	Response Percent	Response Count
Less than 10 employees	6.60%	37
11 – 50	15.20%	85
51 – 100	18.50%	104
101 – 250	16.00%	90
251 – 500	10.30%	58
More than 500	33.30%	187
	answered question	561
	skipped question	0

Q4. What is the biggest age group in your workplace?

Answer Options	Response Percent	Response Count
Under 35	38.50%	216
36 to 50	47.60%	267
50 and over	13.90%	78
	answered question	561
	skipped question	0

Q5. Does your organisation offer good career progression?

Answer Options	Response Percent	Response Count
Yes, there are excellent opportunities to progress	30.50%	171
Yes, there are some opportunities to progress	41.90%	235
Yes, but only up to a certain level	16.00%	90
No, there are few opportunities to progress	11.60%	65
	answered question	561
	skipped question	0

Q6. Does your organisation offer training opportunities?

Answer Options	Response Percent	Response Count
Yes, and they help me develop to progress to a higher role	31.70%	178
Yes, and they are mainly focused on improving my performance in a current role	37.10%	208
Yes, but they mainly fulfil basic legal or knowledge requirements for my role	20.90%	117
No, but I'd like to have training opportunities	7.50%	42
No, and it doesn't bother me	2.90%	16
	answered question	561
	skipped question	0

Q7. How often do you get quality feedback and recognition on average?

Answer Options	Response Percent	Response Count
Weekly	23.40%	131
Monthly	29.10%	163
Every couple of months	20.90%	117
Every six months	11.10%	62
Annually	10.70%	60
Never	5.00%	28
	answered question	561

skipped question 0

Q8. Does your workplace offer flexible working?

Answer Options	Response Percent	Response Count
Yes, there are flexible working hours for all employees	32.80%	184
Yes, there is flexibility over where you work for all employees	21.00%	118
Yes, there is flexibility over working hours and locations for all employees	15.50%	87
Yes, but only for a limited number of employees	19.80%	111
No, there aren't options for flexible working	10.90%	61
answered question		561
skipped question		0

Q9. Do you have opportunities for collaborative working?

Answer Options	Response Percent	Response Count
I frequently collaborate on projects or tasks	33.50%	188
I sometimes collaborate on projects or tasks	40.80%	229
I rarely collaborate on projects or tasks	19.10%	107
I never collaborate on projects or tasks	6.60%	37
answered question		561
skipped question		0

Q10. Does your workplace have quality spaces for collaborative work and breaks?

Answer Options	Response Percent	Response Count
Yes, we have good quality areas for breaks but not collaborative work	20.90%	117
Yes, we have good quality areas for collaborative work but not breaks	24.80%	139
Yes, we have good quality areas for both of these	33.50%	188
No, we have areas for one or both of these but they're average or below	11.90%	67
No, we don't have these areas	8.90%	50
answered question		561
skipped question		0

Q11. Does your workplace use new technology and social media effectively?

Answer Options	Response Percent	Response Count
Yes, we use new technology and social media effectively	37.40%	210
Yes, we use new technology effectively	30.70%	172
Yes, we use social media effectively	13.20%	74
No, and it's frustrating	9.60%	54
No, and I don't mind	9.10%	51
answered question		561
skipped question		0

Q12. Does your organisation have ethical working practices and/or a strong corporate and social responsibility programme?

Answer Options	Response Percent	Response Count
Yes, and it's a visible part of company culture	50.30%	282
Yes, but it's not really a big part of company culture	32.30%	181
No	8.20%	46
I don't know	9.30%	52
answered question		561
skipped question		0

Q13. Is your organisation innovative?

Answer Options	Response Percent	Response Count
Yes, it's easy for all employees to contribute innovative ideas	41.40%	232
Yes, but innovation tends to only take place in a few departments	35.80%	201
Yes, but innovation always comes from the top	12.70%	71
No, it's not innovative	10.20%	57
answered question		561
skipped question		0

Q14. How important are the following career consideration to you in a workplace?

Answer Options	Very important	Important	Neither im	Slightly im	Not import	Rating Ave	Response C
Opportunities to progress	260	229	51	15	6	1.71	561
Opportunities for training and professional development	210	247	83	14	7	1.86	561
Opportunities for personal development	221	230	80	22	8	1.87	561
Receiving regular recognition and feedback	176	272	88	17	8	1.95	561
						answered c	561

Q15. How important are the following aspects of workplace culture?

Answer Options	Very important	Important	Neither im	Slightly im	Not import	Rating Ave	Response C
Working as part of a team	209	229	95	17	11	1.92	561
Flexible working	194	235	97	24	11	1.97	561
Opportunity to be innovative	169	249	114	22	7	2.02	561
Working somewhere I believe in	219	230	83	19	10	1.88	561
						answered q	561
						skipped qu	0

Q16. Do think that people under 35 have a different attitude to work than older colleagues?

Answer Options	Response Percent	Response Count
Yes	74.20%	416
No	25.80%	145
	answered question	561
	skipped question	0

Q17. What do you think is the biggest difference between under 35s and their colleagues?

Answer Options	Response Percent	Response Count
They expect more in the way of training and career progression	37.30%	155
They expect more feedback and recognition	22.80%	95
They prefer to work collaboratively	11.50%	48
They are unlikely to work for the same organisation for more than 5 years	23.60%	98
They have strong ethical concerns	1.90%	8
Other (please specify)	2.90%	12
	answered question	416
	skipped question	145

Q18. What is your gender?

Answer Options	Response Percent	Response Count
Female	51.50%	289
Male	48.50%	272
	answered question	561
	skipped question	0

Q19. In which of the following regions do you currently live?

Answer Options	Response Percent	Response Count
East	4.50%	25
East Midlands	6.40%	36
London	20.50%	115
North East	5.20%	29
North West	11.40%	64
Northern Ireland	2.00%	11
Scotland	5.70%	32
South East	14.40%	81
South West	8.70%	49
Wales	4.60%	26
West Midlands	9.40%	53
Yorkshire And The Humber	7.10%	40
	answered question	561
	skipped question	0

Q20. What is your approximate average household income?

Answer Options	Response Percent	Response Count
£0 - £16,999	13.90%	78
£17,000 - £54999	62.60%	351
£55,000 - £99,999	19.60%	110
More than £10,0000	3.90%	22
	answered question	561
	skipped question	0

Q21. Age

Answer Options	Response Percent	Response Count
<18	0.00%	0
18 - 29	0.00%	0

30 - 44	0.00%	0
45 - 59	0.00%	0
60	0.00%	0
	answered question	0
	skipped question	561

Q22. What is your gender?

Answer Options	Response Percent	Response Count
Female	0.00%	0
Male	0.00%	0
	answered question	0
	skipped question	561

Q23. What is the total annual income of the HOUSEHOLD in which you live?

Answer Options	Response Percent	Response Count
£0 to £4,999	0.00%	0
£5,000 to £9,999	0.00%	0
£10,000 to £14,999	0.00%	0
£15,000 to £19,999	0.00%	0
£20,000 to £29,999	0.00%	0
£30,000 to £39,999	0.00%	0
£40,000 to £49,999	0.00%	0
£50,000 to £59,999	0.00%	0
£60,000 to £69,999	0.00%	0
£70,000 to £79,999	0.00%	0
£80,000 to £89,999	0.00%	0
£90,000 to £99,999	0.00%	0
£100,000 or more	0.00%	0
Prefer not to answer	0.00%	0
	answered question	0
	skipped question	561

Q24. UK Region

Answer Options	Response Percent	Response Count
East	0.00%	0
East Midlands	0.00%	0
London	0.00%	0
North East	0.00%	0
North West	0.00%	0
Northern Ireland	0.00%	0
Scotland	0.00%	0
South East	0.00%	0
South West	0.00%	0
Wales	0.00%	0
West Midlands	0.00%	0
Yorkshire And The Humber	0.00%	0
	answered question	0
	skipped question	561

Q25. Device Types

Answer Options	Response Percent	Response Count
iOS Phone / Tablet	0.00%	0
Android Phone / Tablet	0.00%	0
Other Phone / Tablet	0.00%	0
Windows Desktop / Laptop	0.00%	0
MacOS Desktop / Laptop	0.00%	0
Other	0.00%	0
	answered question	0
	skipped question	561