### Millennials 1977–1997 (ages 34 and younger)

| Life Events | Economic prosperity (current times will impact) 
|            | Lack of adversity until Oklahoma City bombing, Columbine shootings, 9/11, War on Terror, Iraq War 
|            | Clinton–Lewinsky Scandal 
|            | Technology Boom |

| Characteristics | Value diversity and inclusion 
|                 | Optimistic, idealistic, confident 
|                 | Multi-tasking, tenacious, goal-oriented 
|                 | Views work as a means to an end 
|                 | Avid digital native 
|                 | Value social interactions, (social networking) sense of civic duty, learning and development |

| Motivators | Meaningful work – values-driven 
|           | Learning and personal development |

| Leadership Style | Value networks as problem solving 
|                  | Collaborative by nature |