

OFFICE CULTURE: 5 Ways Millennials Enlighten Office Culture



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business practices.*

The 5G workforce is constantly evolving, and each level influences the next. This is played out across the work stage in terms of style, organization, communication and office design.

As the diligent Baby Boomers retire, the reliable Gen Xers and the socially conscience Millennials are becoming the new face of company management and business practices.

Millennials have had a profound influence on the way work is done and business is conducted all over the world. From shorter work hours and less unpaid overtime to company perks like free gym memberships, in-office coffee/snack bars and rest areas to help boost productivity during daytime work hours. Change has arrived and is rapidly expanding.

As the business world navigates the 21st century, Millennials in the workplace are at the helm. If you are designing your office to attract this vibrant workforce, here are five ways Millennials are enlightening office culture:

Transparency In The Workplace

Both literally and figuratively there is a keen sense of full disclosure. Millennials want to flatten the average company model. Traditional office layouts of cubicles at the bottom and high-powered offices at the top represent physical and psychological barriers to workplace harmony and productivity.

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We see this reflected in open office design where more frequent opportunities for feedback and exchange of ideas are prevalent. Millennials prefer to work in an environment with great natural lighting— because this, too, contributes to a sense of openness and harmony. Glass meeting rooms and huddle spaces scattered throughout open plan design encourage open dialog throughout the day.

Working Offsite

Many Millennials want a greater work-life balance. The integration of their work and home lives helps to serve this purpose by removing the shackles of the standard nine to five schedule behind a desk. Working when and where it suits them results in a higher degree of productivity and work engagement.

Just because they are working remotely, does not always mean Millennials are working from home! Coworking is burgeoning. These social zones feature more relaxed office designs. Den-like meeting spaces, casual seating and coffee bars have surpassed the conference room ethos. The strong design statement of coworking spaces is now filtering into corporate design.

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Experience Over Degree

Millennials are one of the most educated generations. But they also carry the most college debt. Subsequently, they have come to see college degrees in a different light than that of their predecessors.

Millennials in management positions are much more likely to recruit based on skills, experience, and established results than they are to hire someone on the basis of a college degree.

This also speaks strongly to the philanthropy aspect of Millennials who want to spend their time working for organizations that contribute to the common good in some way.

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They see a broader picture of the challenges facing the world, and recognize the importance of the triple bottom line: social, environmental and financial sustainability. They have given more of their earnings to charity than their parents' generation.

When it comes to the design of the physical environment of the workplace, green design is very much in demand. Urban renewal efforts and reclaimed spaces are high on the list of entrepreneurial Millennials. The desire to re-purpose a space with historical significance becomes infused with modern amenities. They are creating spaces that are more eco-friendly with solar power and even structural design using recycled materials.

Work-Life Balance

Millennials work to live – they don't live to work. Work will not take over their entire lives. They will require a healthy balance. Millennials expect to not stay late without compensation, that

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their management will give them the tools they need to achieve the tasks they must finish during the workday, and that when the workday is over they will punch the clock and be on their way.

This is also part of the reason many Millennials choose to work remotely – they can cobble together a number of projects that provide meaningful work and in addition, can choose greater freedom over financial rewards.

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Millennials perfected the side-hustle. But it isn't the second job their parents and grandparents knew. It might not be incredibly lucrative, but the side-hustle does provide an opportunity to develop skills, pursue interests and gain a new stream of income in addition to a full time job.

To accommodate these wandering skill seekers, rising companies are incorporating makerspaces into their office design. Providing the tools and nurturing the connectivity for mentoring and exploration into extracurricular skills is a productive way to capture and retain Millennial and GenX talent.

Technological Advantage

Millennials are leading the technological connection movement in the workplace. Entire companies can be well-connected without even needing to be in the same building – or even the same city or country. Companies led by Gen Xers and Millennials are hallmarked by heavy use of technology and innovation to make workflows smoother and team integration speedier and more convenient.

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Designing work paths with growth in mind is the best business plan for the future. Millennials envision a future where everyone is free to pursue talents and passions, while also learning to integrate these passions with work responsibilities.



Millennials represent a significant portion of the workforce, and their increased demand for transparency from the management and executive departments of the companies they work for has produced significant results.

Building inter-connectivity throughout the workspace environment and connecting to the leadership of the companies Millennials work for has been impactful to workplace culture and thriving workspace design.

GenX has embraced these changes. Finding ways to lessen the impact of change with integrative skills, while embarking on the next wave of future technology is the path to success.

If you are seeking to capture and retain this level of creativity, your office design must imbibe these elements. The Office Furniture NOW! design team is knowledgeable and ready to help you design and navigate the exciting workspace of the future.

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