Millennials (1981-1996), also known as Generation Y, are the largest generation on our planet. As more millennials move into leadership roles in pharmaceutical labs and the life-science companies that provide them with their solutions, should take into consideration the millennial mind-set.

**Highlights from the Pharma Lab Leaders Survey.**

1. Millennials are the largest generation on our planet.
2. More millennials move into leadership roles in pharmaceutical labs and the life-science companies that provide them with their solutions.
3. The millennial mind-set should be considered by pharmaceutical labs.

**Sources:**

To learn more about Agilent solutions visit: [http://www.agilent.com](http://www.agilent.com)

**Agilent Technologies partnered with market research company Frost & Sullivan in 2019 to run an independent, blinded survey to better understand the challenges, pain points, and goals for the future of pharmaceutical laboratory leaders:**

**Who was surveyed?**
Lab leaders working in big pharma, bio-tech, and CRO laboratories.

**From which Countries?**
7 countries: Germany, Switzerland, Austria, India, China, South Korea and USA.

**How many leaders were surveyed?**
650 lab leaders, globally.

<table>
<thead>
<tr>
<th>The millennial mindset</th>
<th>Remote worker: Millennials appreciate a company that makes it possible for them to work anywhere, which is a sign that the company respects their work-life balance.</th>
</tr>
</thead>
<tbody>
<tr>
<td>Tech savvy:</td>
<td>73% of millennials said if the internet had been in use a good amount of time ago, it would have saved them a lot of time. As a result, today’s workers expect a business offering on-line technology as an important factor when choosing a workplace.</td>
</tr>
<tr>
<td>Flexible schedule:</td>
<td>Only one in ten millennials say that flexible work hours would make the workplace more productive for people their age. This millennials are moving to avoid a job offer from a company that offers flexible work schedules. Flexible work arrangements can also improve retention efforts.</td>
</tr>
<tr>
<td>Highly educated:</td>
<td>Today’s millennials are more educated than their grandparents, as the share of young adults with a bachelor’s degree or higher has steadily climbed since 1968. Among millennials around 39% have a bachelor’s degree or higher.</td>
</tr>
<tr>
<td>Flat organization &amp; recognition:</td>
<td>A flat management structure appeals to millennials as they don’t have to navigate through multiple layers of management to do their jobs. Also, as potential leaders, millennials want movement within the organization that aligns with their development.</td>
</tr>
<tr>
<td>Marriage and family later:</td>
<td>Only 26% of the millennials generation generation is married. That’s about 10 percentage points higher than previous generations. 54% said they wanted to have children because of social responsibility and 25% for financial reasons.</td>
</tr>
<tr>
<td>Environmentally aware:</td>
<td>81% of millennials believe the planet is indeed warming. 65% of those millennials say human activity is the primary cause. That’s about 10% more than the general public.</td>
</tr>
<tr>
<td>Live at home longer:</td>
<td>More and more young adults remain at home longer. After they have completed their highest level of education, 35% of millennials still live at home with their parents.</td>
</tr>
</tbody>
</table>

**Data from Pharmaceutical Laboratory Leaders Survey (global data cut), commissioned by agilent and conducted by Frost & Sullivan, in 2019.**