How an employer could demonstrate its investment in a person becoming a leader:

Where they are leading:
- Among family and friends: 61%
- Personal interests/hobbies: 48%
- Business/workplace: 34%
- School/education: 22%

Where they want to lead:
- Business/workplace: 55%
- Family and friends: 48%
- Hobbies: 40%

83% of Millennials are leaders today.
73% of Millennials aspire to be leaders in the next five years.
82% of Millennials who consider themselves a leader today also aspire to be a leader tomorrow.

Issues that Millennials want to tackle as a leader:

- Today and Tomorrow:
  - 50% Training & development
  - 35% Clear career path
  - 34% Ongoing coaching and feedback
  - 33% Mentorship/mentoring program
  - 31% Technology/innovation
  - 30% Pay equipoise

- Of Millennials:
  - 47% Work/life balance
  - 33% Leadership training
  - 31% Technology/innovation

Well-timed leadership.

Older Millennials (ages 26-33) and the younger half of this generation (ages 18-25) had different areas where they want to lead:

Current Leadership Arena
- Workplace: 41% vs. 47%
- School: 28% vs. 37%
- Arts & Entertainment: 14% vs. 23%

Future Leadership Arena
- School: 31% vs. 41%
- Volunteer/community: 30% vs. 41%

Different Directions.

While most Millennial men and women want to lead, they had some differences:

Current Leadership Areas
- Men: 58% Family and friends, 42% Sports, 28% School, 16% Politics
- Women: 64% Family and friends, 37% School, 2% Politics

Future Leadership Areas
- Men: 29% School, 35% Sports, 22% Politics
- Women: 42% School, 15% Sports, 7% Politics

Issue
- Men: 2% Work/life balance, 3% Technology/innovation, 7% Pay equipoise
- Women: 5% Work/life balance, 24% Technology/innovation, 34% Pay equipoise