

# MILLENNIAL WOMEN REDEFINE AMBITION IN THE WORKPLACE



## Nearly 50% of Women Question Whether Personal Sacrifice Is Worth the Reward

A survey of more than 1,000 U.S. Millennial women revealed that while on track to meet their professional goals, there is little interest or desire to lead, and sacrifices are required if you want to get ahead.

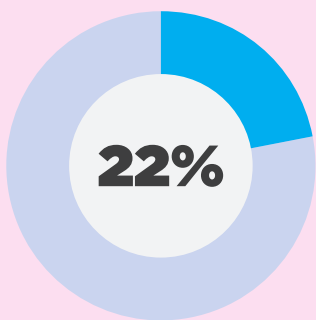
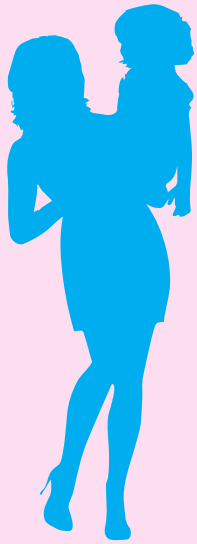
## DIVERSE AMBITION

**71% HAVE** ambitions other than leadership

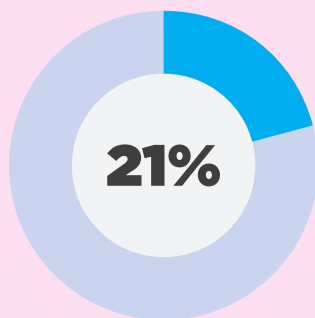
**15 PERCENT** want to be the #1 leader of a large or prominent organization or start-up

78% of aspiring leaders feel they are on the right track  
2/3 think it will take them less than six years to do so

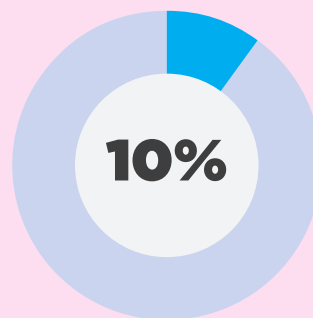
## TOP CAREER ROAD BLOCKS



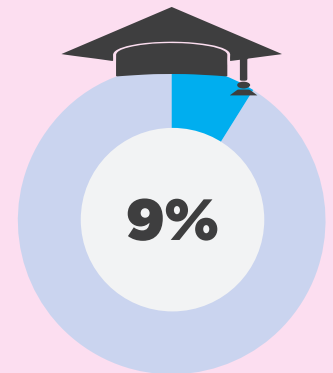
Inability to balance professional goals with being a parent



Lack of self-confidence



Gender discrimination



Lack of skills or education

## BALANCING ACT

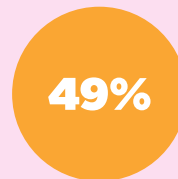
76% of Millennial women are concerned about their ability to balance personal and professional goals



Agree that female leaders have to make more sacrifices than male leaders



Believe they can juggle work and family life over the long haul



Agree that the sacrifices female leaders have to make aren't worth it



Willing to sacrifice aspects of their personal life to achieve professional goals

**22% OF STAY-AT-HOME MOMS** say they would be held back because of child or elder-care costs

**74% OF WORKING MOMS** have had to make personal sacrifices to get ahead

## MILLENNIAL MOMS

**6X MORE LIKELY TO SAY** Career is not that important to them, compared to Millennial women without children

