

Adapting **Personalized Incentive Plans** For Generational Preferences

Pay Mix Selection

A flexible pay mix allows catering to diverse generational career preferences. Millennials favor more variable pay, while Gen Xers prefer a balanced mix for stability. Providing such options appeals to a broader spectrum of sales team



Payment Qualifiers

Sales teams are multifaceted, and so should be their performance parameters. Incorporating payment qualifiers that go beyond traditional metrics acknowledges their diverse skill sets & encourages a holistic approach to sales strategy

Payout Curve Selection

The payout curve is an important factor in incentive plans. Offering various curve options, including aspects like thresholds, accelerators, and caps, can align compensation with performance expectations

Payment Modifiers

For acknowledging national & regional performance differences, payment modifiers are essential. Introducing accelerators or decelerators in incentive plans ensures fairness & motivates teams to excel within markets

