



GenZ

IN THE MULTIGENERATIONAL WORKFORCE

91% say the ability to drive **social impact** is important when thinking about their future career

GEN Z Future Career Social Impact

TO SOLVE Inequality Education Sustainability Poverty Climate Change

WHAT THEY LOOK FOR IN THEIR FUTURE EMPLOYER

COMPASSION, WORK LIFE BALANCE, GOOD SALARY, PASSION, PERSONALITY, WELL-PAID, RESPECT, INCLUSIVITY, GROWTH OPPORTUNITIES, ETHICAL, EMPATHY, ACCOUNTABILITY, COLLABORATION, OPEN, DYNAMIC, SECURITY, PURPOSE, HAPPINESS, OPEN-MINDEDNESS, PRACTICAL EXPERIENCE, RELAXED, FUN, INCLUSIVE, SUPPORTIVE, DIVERSE, TRANSPARENT, FOOD & PANTRY

THEIR IDEAL WORKING ENVIRONMENT IS

POSITIVE, MODERN, OPEN, HIGH IMPACT, DYNAMIC, SHARED SUCCESS, ENTREPRENEURIAL, SAFE, RELAXED, FUN, INCLUSIVE, SUSTAINABLE, SUPPORTIVE, DIVERSE, TRANSPARENT, FOOD & PANTRY

WHAT LEADER DO THEY WANT?

- Empowering
- Supportive
- Inclusive
- Open-Minded
- Caring
- Leads by Example
- Accepts criticism

72% think they will find it **CHALLENGING** to work and be managed by colleagues from **DIFFERENT GENERATIONS**

1 in 4 say they are **NOT EQUIPPED** to work with different age groups

BIGGEST CONCERN WHEN IT COMES TO JOINING A **MULTIGENERATIONAL WORKFORCE**

INABILITY TO DRIVE IMPACT, RESISTANCE TO CHANGE, LACK OF HARMONY, STEREOTYPES, DIFFERENT MINDSETS, HIERARCHY, CLOSE-MINDEDNESS, DIFFERENT WORK ETHICS, OLD-SCHOOL VS NEW AGE, MISUNDERSTANDINGS, RESPECT, USE OF TECHNOLOGY, CULTURAL INSENSITIVITY, LACK OF PURPOSE

54% would prefer a **MILLENNIAL MANAGER** and only **25%** says generation makes **NO DIFFERENCE**

Why? Similar mindset and communication style, Experienced, Flexible, Still Evolving

WHAT THEY FIND INTIMIDATING

54% say being the **YOUNGEST GENERATION** in the workforce makes them nervous

75% find the **OLDER GENERATIONS** intimidating

Why? Nervous, Intimidating

CONSERVATIVE, AUTHORITY, TOO DEMANDING, BOSSY, COMPETITION, SUPERIORITY, STRICT POWER, BELITTLING, DISCRIMINATION, LACK OF PATIENCE, ARROGANT, EXPERIENCE

70% of those in the workforce say **CONFLICTS** stemming from a lack of understanding between generations are **FREQUENT**

40% would prefer to work with people from **THEIR OWN AGE GROUP**

The **GENERATION** they think will be the most **CHALLENGING**

*this goes up to 80% in employed Gen Z

68% Baby Boomers, **19%** Gen Z, **12%** Gen X, **1%** Millennial

Why? Don't understand technology, Resistant to change, Old-fashioned, Hierarchical, Elitist

THE N.1 CHALLENGE THEY FACE AS A **Gen Z** IN THE **WORKPLACE** IS:

Not being heard, Being underestimated, Being labelled, Not being able to drive positive change

90% say that **GENERATIONAL DIVERSITY** should be a part of an employer's **DIVERSITY AND INCLUSION AGENDA**

90% say having **REVERSE-MENTORING** or other initiatives to promote better collaboration and sharing between generations makes an employer **MORE ATTRACTIVE**

WHAT CAN OLDER GENERATIONS LEARN FROM Gen Z?

- New Communications Channels
- Open-Mindedness
- New Age Thinking
- Creativity
- Risk-Taking
- Compassion & Empathy
- Flexibility
- Inclusivity
- Having Fun at Work

WHAT CAN Gen Z LEARN FROM OLDER GENERATIONS?

- Failure & Success Stories
- Work Ethics
- History & Tradition
- Knowledge & Experience
- Leadership
- Loyalty
- Negotiation
- Professionalism
- Patience & Persistence
- Their Mindset

GEN Z'S ADVICE TO ORGANIZATIONS ON HOW TO BRIDGE THE GENERATIONAL GAP

Cross Generational Team Building, Shared Vision & Shared Success, Patience & Empathy, Collaborative Decision-Making, Active Listening, Multigenerational Non-Hierarchical Teams, Imagine everyone at the same level, hear everyone, speak to everyone

