

GEN Z IN THE WORKPLACE

VALUES, STRENGTHS & EXPECTATIONS

WHO THEY ARE

- **Born in 1997–2012**
- 27% of Workforce globally by 2025 *(Source: Deloitte)*
- Driven by ***purpose*** & ***social change***
- Value ***mental health, boundaries, authentic leaders***



WHAT THEY BRING



Digital Natives: Grew up with smartphones, fluent with technology



Creative Problem-Solvers: Use hacks, side hustles, & fresh, unconventional solutions



Globally Conscious: Passionate about climate & social justice



Bold Voices: Comfortable challenging authority, outdated norms, & the status quo



Blended Identity: Content with mixing their personal & professional identities

WHAT THEY WANT



Psychological Safety

The freedom to share ideas, ask questions, & challenge respectfully



Career Development

Clear growth plans & visible learning opportunities



Ongoing Feedback

Timely guidance—60% want weekly check-ins or more *(Source: Gallup)*