

# Gen Z and Millennials Global Work Preferences Revealed

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**3.6 Million**  
baby boomers are set to  
retire this year

**meet your new management team**

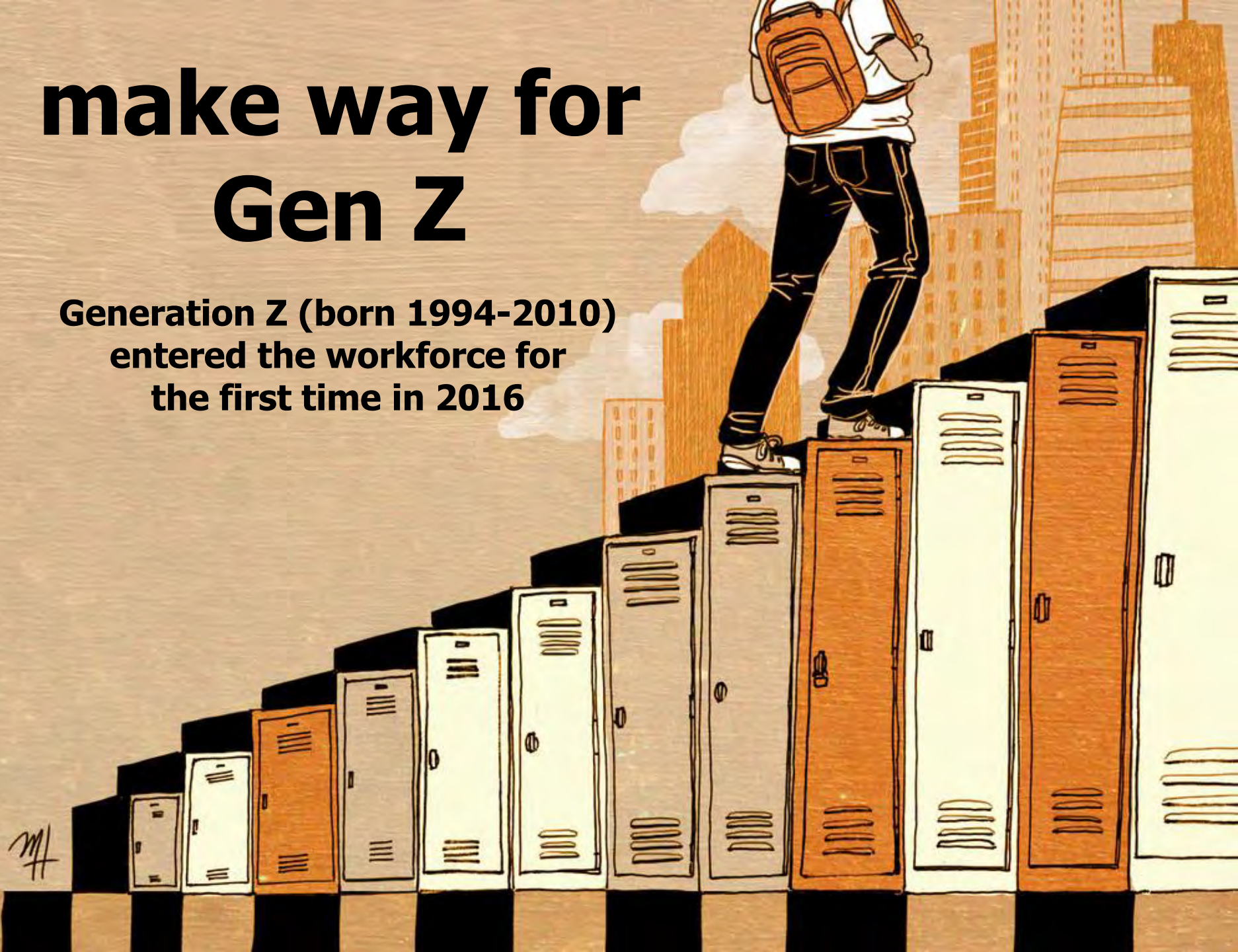
**one-fourth of Millennials will  
take on management roles  
in 2016**





# **make way for Gen Z**

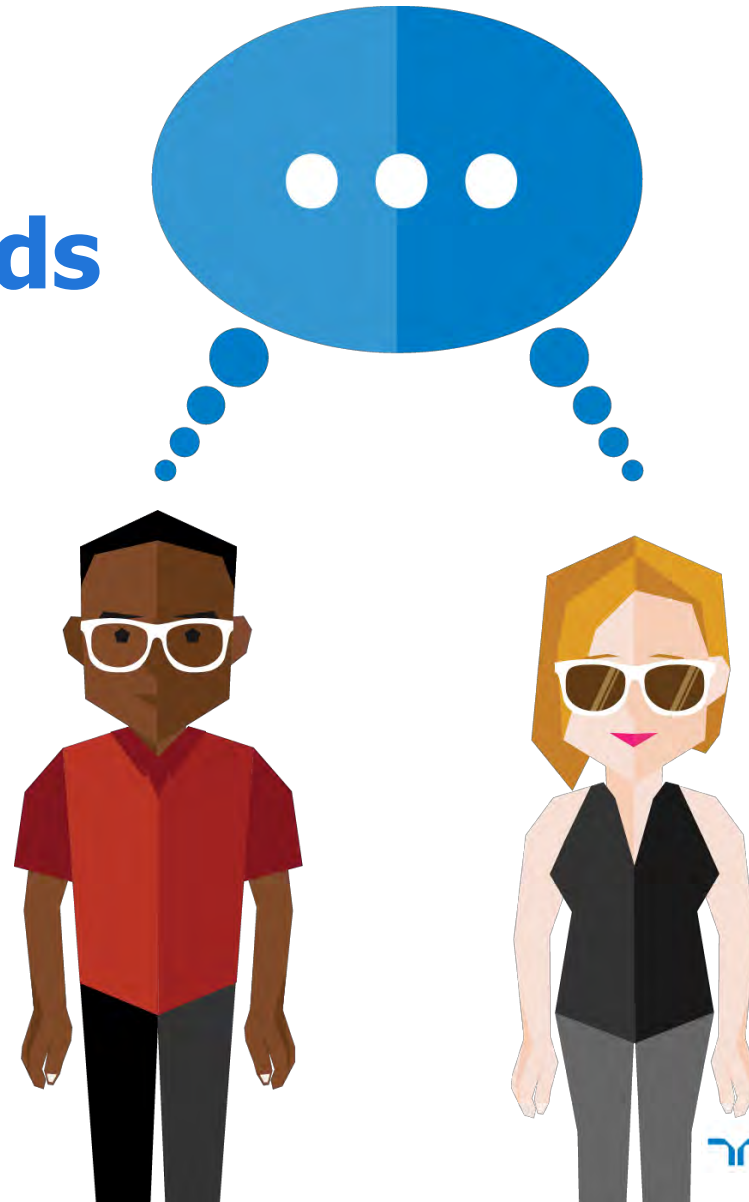
**Generation Z (born 1994-2010)  
entered the workforce for  
the first time in 2016**



**welcome to  
a whole new world**



# key macro trends influencing the Gen Z mindset







# terrorism

Gen Z is very conscious of global terrorism,  
but they also have a desire to change the world  
because of it





**46%**  
of Gen Z

say their biggest  
financial concern is  
**STUDENT DEBT**

The cost of a  
college degree  
has increased.... **1120%**  
in the last 35 years



Gen Z is a population of  
**1.86 billion** globally...

...accounting for **27%**,  
or nearly a third, of the  
total population.

They are at  
ease with, and have  
**higher global  
awareness**, via  
friends all over the world on social media.






# The changing racial demographics are also shaping Gen Z's outlook.

Gen Z is the ***most diverse*** of any generation in the U.S.

This generation expects, and believes in, diversity.



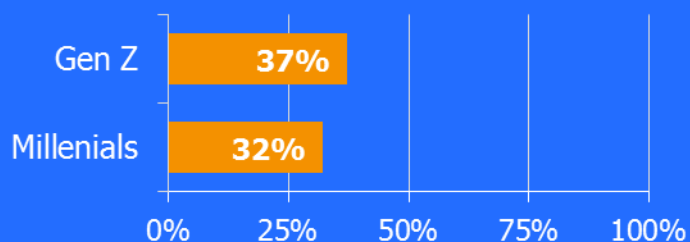




**and btw,  
Millennials have  
experienced  
*(and been shaped by)*  
these events too**


A modern, bright office with large windows and several employees working at desks and standing in groups. The office has a clean, minimalist aesthetic with white desks and blue chairs. Large windows in the background let in plenty of natural light. Employees are engaged in various activities: some are seated at desks working on computers, while others are standing and talking in small groups. The overall atmosphere is collaborative and professional.

# **adapting the workplace to meet the mindsets of today's Millennials and Gen Z**



**37%** of Gen Z and  
**32%** of Millennials say they  
aspire to be a leader at a  
company they start/own



A person wearing a dark pinstripe suit, white shirt, and black tie. Their right hand is placed over their left chest. The background is white.

**but, those who  
do work for  
you, will bring  
more loyalty  
back to the  
workplace**

**29% of Gen Z and 25% of Millennials expect to work  
at their current company between 2-4 years**

# Gen Z and Millennials have passport, will travel

**Only 40% of Gen Z and 47% of Millennials plan to work in only one country during their career/lifetime.**

**45% of Gen Z and 39% of Millennials plan to work in at least two countries.**




A man in a dark suit stands on the right side of the frame, holding a large silver megaphone to his mouth. He is addressing a large, diverse group of people seated in a semi-circular stadium. The audience, consisting of men and women of various ages and ethnicities, is all clapping and looking towards the speaker. The stadium seating is made of grey stone or concrete steps. The overall atmosphere is one of a successful presentation or a motivational speech.

**have communicative  
leadership?  
Millennials and Gen Z  
will be knocking**

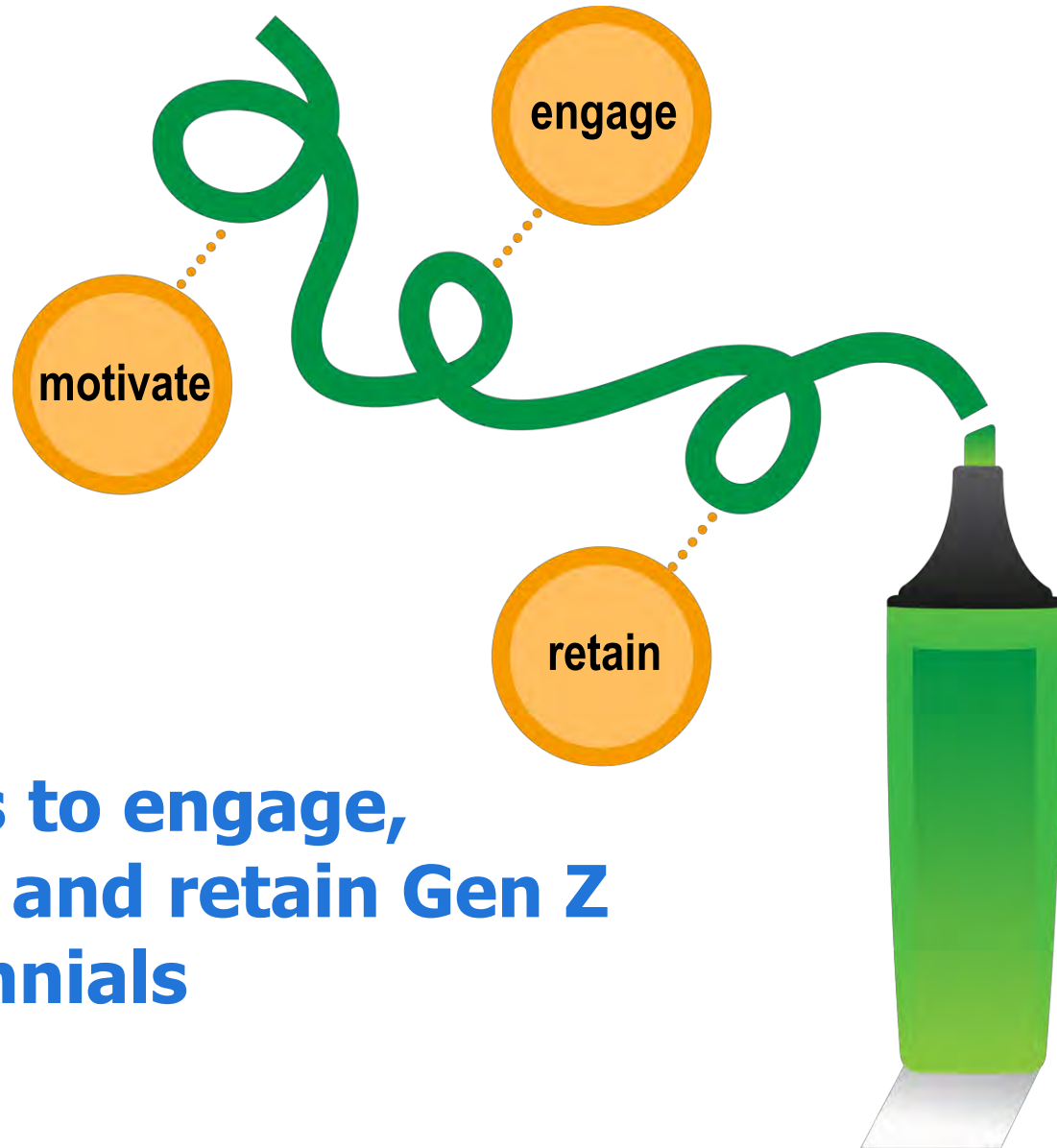
**both generations named “communication” as the  
most important quality of a leader, followed by  
being supportive and honest**





**workplace flexibility:  
if you build it,  
they will come**

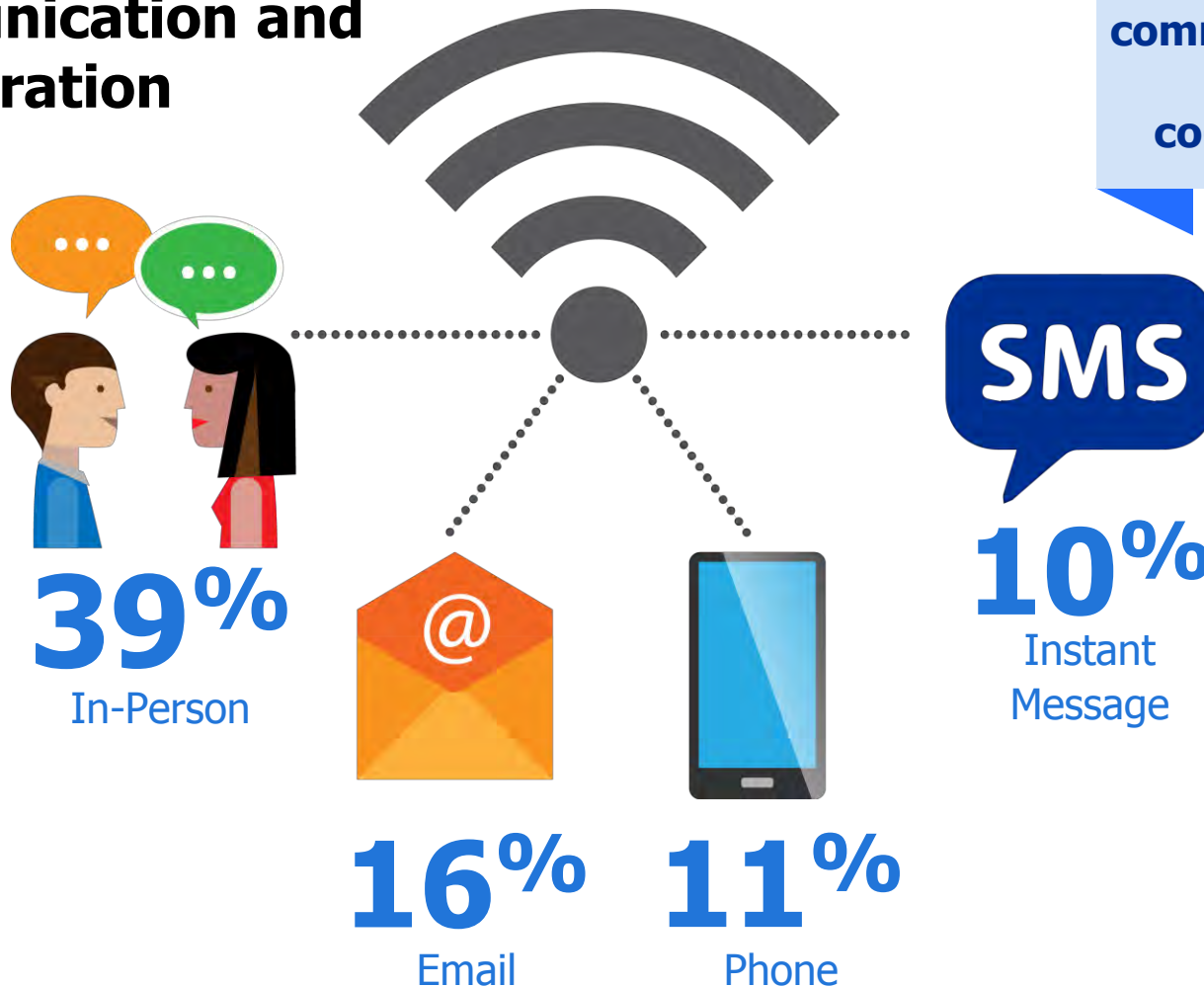
**both generations named “workplace flexibility” as most important employee benefit, followed by healthcare coverage and training/development**



**strategies to engage,  
motivate, and retain Gen Z  
and Millennials**

## Gen Z and Millennials crave in-person communication and collaboration

Gen Z and  
Millennials  
preferred  
method for  
communicating  
with  
co-workers





# collaborators and hard workers key to their work performance

## Co-worker for Gen Z and Millennials

1



"Co-workers who work as hard as I do"

2



"Co-workers who like to collaborate"

# top methods of manager engagement for Gen Z and Millennials

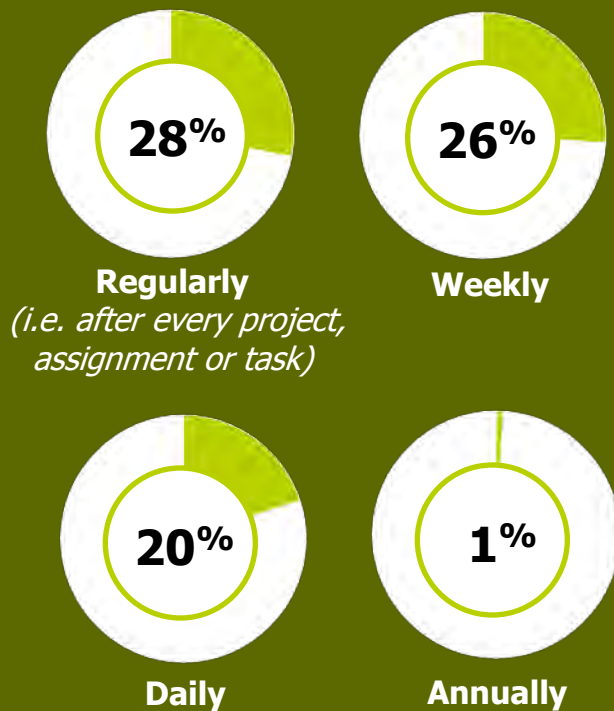
**51%**

“listening to my opinions  
and valuing my ideas”

**46%**

“mentor me/give me  
feedback regularly”

# How Often Gen Z and Millennial Workers Prefer Feedback from Their Manager



**ANNUAL  
PERFORMANCE  
REVIEW**

**REST IN PEACE**



# money talks, but are we listening?



Cash rewards/bonuses  
named first among  
Gen Z **(38%)** and  
Millennials **(47%)**

Promotion was ranked  
second among  
Gen Z **(30%)** and  
Millennials **(27%)**

**How Gen Z and Millennials Would Like to Be Recognized  
or Rewarded in the Workplace**

A woman with dark hair and blue eyes is looking upwards with a surprised or excited expression. She is holding several US 100 dollar bills in front of her face, partially obscuring it. The bills are fanned out, showing the serial numbers and the '100' denomination. The background is a solid grey color.

retention also tied to money

**What incentive would make Gen Z and Millennials work harder and stay at their company longer?**

**MORE MONEY**

## meet the technological demands of the digital generations



**Social Media**  
(41%)



**Virtual Reality**  
(26%)



**Wearables**  
(27%)



**Robotics**  
(20%)






**MOOCs (Massive Open Online Courses)** (18%)

**Gen Z and Millennial workers identify top five technologies they'd like their employer to incorporate in the workplace**



## It's Good for Business Too!

**Gen Z and Millennials who work for outperforming companies are much more likely to want their employer to incorporate new technologies into the workplace**

	<b>OUTPERFORMING COMPANIES</b>	<b>UNDERPERFORMING COMPANIES</b>
	<b>Virtual Reality</b> <b>(31%)</b>	<b>Virtual Reality</b> <b>(13%)</b>
	<b>Wearables</b> <b>(30%)</b>	<b>Wearables</b> <b>(23%)</b>
	<b>Augmented Reality</b> <b>(18%)</b>	<b>Augmented Reality</b> <b>(9%)</b>

**just be sure to implement with care**



**84%**

**of Gen Z and  
Millennials say,  
“technology tools may  
distract me from getting  
my work done.”**

# help Gen Z and Millennials manage these top distractions



**Social Networking**  
(46%)



**Text Messaging**  
(39%)



**Email**  
(31%)



**Instant Messaging**  
(27%)



**Video Conferences**  
(17%)

**Most distracting technologies when it comes to  
getting their work done**