

# gen z in the workplace.



Gen Z

1997 to 2006

Millennials

1981 to 1996

Gen X

1965 to 1980

Boomers

1946 to 1964



## type of work

60%

of Gen Z are working in a white collar role compared to only 36% of Boomers.

25% of Gen Z work in IT services & Telecoms, compared to only 4% of Boomers.



Only 15% of Gen Z work for large companies of over 5,000 employees, compared to 23% of Boomers.

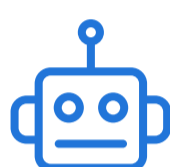
## skills and development

Gen Z are the most prepared to utilise new technologies in the workplace, with 79% feeling confident, compared to only 57% of Boomers.



82% of Gen Z are happy with the level of training and development opportunities their employer gives them, compared to only 77% of Gen X.

59% of Gen Z would quit a job if their manager didn't take their longer term career planning and progression seriously, compared to 33% of Boomers.



Gen Z place AI, coding and IT literacy in their top 3 topics they would like learning and development opportunities for (85%).

## loyalty



87%

of Gen Z are either actively looking, considering applying or would be open to exploring a new job opportunity this year, compared to 57% of Boomers.



55%

Only 55% of Gen Z have a strong relationship with their manager, compared to 71% of Millennials and 74% of Boomers.



## behaviours and outlook

72%

Gen Z feel they hide aspects of themselves at work and 31% actually quit a job for this reason!

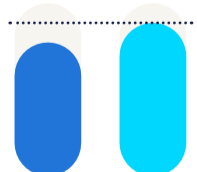


Only 25% of Gen Z who are early on in their career journey strongly agree their personal life is more important than work.



Only 59% of Gen Z feel they are trusted to work independently from their manager, compared to 70% of Millennials.

Overall, work/life balance is important to 76% of Gen Z workers



but more so with Boomers (88%)



41% of Gen Z say employers have increased the number of days they need to be in the office recently, compared to only 27% of Gen X.

Gen Z are significantly more likely to take action if they are dissatisfied with their job, 41% say they'd either ask for some sort of change or leave, compared to 29% of Gen X.



## company culture and values



61% of Gen Z workers would trust an employer more if they provided personalised work benefits compared to only 49% of Gen X!

51% of Gen Z and Millennials have quit a job due to a toxic work culture, compared to only 36% of Gen X and Boomers.



46%

of Gen Z have campaigned for better pay or conditions at work, compared to only 27% of Gen X.



Only 45% of Gen Z trust their employer to communicate changes with them which affect their role, compared to 63% of Boomers.



61% of Gen Z believe their employers ED&I initiatives are genuinely making a difference, compared to 72% of Millennials.

51%

of Gen Z wouldn't accept a job offer if the company didn't show it was making efforts to improve diversity and equity, compared to only 35% of Boomers.

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