

# MILLENNIALS VS GEN Z IN THE WORKPLACE

It pays to understand the nuances between these generations. While the differences might be small, they add up to distinctly different working habits. HR and talent acquisition decision-makers who keep those differences in mind are more likely to attract and retain top talent.

## MILLENNIALS

1980 to 1994

### Little patience for stagnation<sup>1</sup>

especially when it comes to their careers

**39%**<sup>2</sup>

want to have an impact on the world

### Optimistic

- Raised during an economic boom
- Comfortable hopping between jobs

### Collaborative<sup>3</sup>

At work, assemble desks into a circle

**2 in 5**<sup>4</sup>

have at least a bachelor's degree but question if their large student debt was worth it

**71%**<sup>5</sup>

say they trust companies

**55%**<sup>5</sup>

are comfortable with how companies use their personal information

**25%**<sup>3</sup>

personally know someone who uses gender-neutral pronouns

1

### MOTIVATION

2

### IMPACT

3

### OUTLOOK

4

### WORK STYLE

5

### HIGHER EDUCATION

6

### TRUST

7

### PRIVACY

8

### INCLUSION

## GEN Z

Born after 1995

### Want to flex their on-demand learning muscle<sup>3</sup>

by trying various roles inside the organization

**60%**<sup>2</sup>

want to have an impact on the world

### Pragmatic

- Raised during the Great Recession
- Aiming for job security

### DIY Mentality<sup>3</sup>

69% prefer to have their own workspace

**75%**<sup>6</sup>

believe there are alternative ways of getting an education than going to college

**63%**<sup>5</sup>

say they trust companies

**44%**<sup>5</sup>

are comfortable with how companies use their personal information

**35%**<sup>3</sup>

personally know someone who uses gender-neutral pronouns

1. How to Cure Millennials of Career Impatience, Inc., 2017

2. Accounting Principals, 2018

3. Generation Z Versus Millennials: The 8 Differences You Need to Know, Inc., 2017

4. Pew Research Center analysis of Current Population Survey data, 2016

5. State of the Connected Customer, Salesforce Research, 2018

6. Sparks & Honey, 2017