

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 stagnation¹

especially when it comes to their careers

39%²

want to have an impact on the world

Optimistic

- Raised during an economic boom
- Comfortable hopping between jobs

Collaborative³

At work, assemble desks into a circle

2 in 5⁴

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

71%⁵

say they trust companies

55%⁵

are comfortable with how companies use their personal information

25%³

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 muscle³

by trying various roles inside the organization

60%²

want to have an impact on the world

Pragmatic

- Raised during the Great Recession
- Aiming for job security

DIY Mentality³

69% prefer to have their own workspace

75%⁶

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

63%⁵

say they trust companies

44%⁵

are comfortable with how companies use their personal information

35%³

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