



Gen Z Myth-Busting: How They Really Want to Work

Separating Fact from Fiction to Recognize the Real Work Preferences of Gen Z

In our recent study, we debunked the top five myths about Gen Z employees and contrast them with the reality of their workplace expectations and values. Gain insights into what drives the new generation in their careers, how they perceive work-life balance, authority, and what truly inspires their loyalty and job satisfaction.

Retain Gen Z With 4 Best Practices

Enable career exploration

Shout your DEI efforts

Break down generational barriers

Promote hybrid work and work/life boundaries

5 Myths About Gen Z

- 1 They're lazy**
Gen Z are just as dedicated and willing to work hard for company success as their older colleagues
- 2 Most salary driven generation**
Gen Z is highly motivated by salary—but so is everyone else.
- 3 They reject authority**
Gen Z are highly motivated by their relationships with their managers and view them as partners in their success.
- 4 Demand political involvement**
Gen Z are no more likely than non-Gen Z to want their organizations to speak out in the face of societal or political turmoil.
- 5 Differently motivated**
All employees share the same three core desires: compensation, advancement, and flexibility.

5 Truths About Gen Z

- 1 Want to build careers**
More Gen Z than non-Gen Z believe they will advance to leadership positions at their company and want to supervise people.
- 2 Love hybrid work**
Hybrid work plans are more popular with Gen Z than their older counterparts: three in four Gen Z prefer some type of hybrid work arrangement.
- 3 Navigating expectations & biases**
Like all new employees, Gen Z are still adjusting to the workplace. They particularly struggle with cross-generational communication.
- 4 Put the "I" in DEI**
Gen Z's understanding of DEI is changing and their values are heavily focused around inclusion.
- 5 Have potential for loyalty**
Competitive salaries, flexibility, and advancement opportunities are key to retaining Gen Z.